

**Good
Nutrition
starts
with DELTA**



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Targeted actions, consistency and values

Through targeted actions and driven by our values, we deliver on our commitment to good and responsible nutrition.

In 2024, for yet another year, **DELTA** translated its commitment to good and sustainable nutrition into tangible action, for its consumers and its people. Driven by our values and focused on our vision, we continue to evolve as a company that places people and the planet at the center of its activities, offering sustainable products that combine superior quality and nutritional value, enjoyment and responsible consumption.

At **DELTA**, sustainability shapes the way we think, produce and deliver value on a daily basis. We believe that good nutrition can serve as a driving force for a healthier and more sustainable world, for consumers and society as a whole. By offering products of exceptional quality and a high nutritional value, we aim to empower people to adopt sound dietary habits that enhance their daily lives. At the same time, every action we take is designed to respect the environment and reduce our footprint, making a meaningful contribution to the protection of this planet we all share.

The past year included significant milestones on our journey towards responsible and sustainable growth. A key achievement is the validation of our carbon footprint reduction targets by 2030 under the Science Based Targets initiative (SBTi), as well as the attainment of the Gold Zero Waste to Landfill certification, which recognizes our efforts in responsible resource management and the promotion of a circular economy.

Alongside our producers, we implemented a new, pioneering livestock farmer assessment and certification program, to reinforce animal welfare, biosecurity and the long-term sustainability of dairy production. We also redesigned products to offer healthier and more nutritious choices, while advancing targeted initiatives towards a more rational use of natural resources. Within this context, we continue to improve our packaging solutions, reducing the materials used and enhancing sustainability across every stage of the product life cycle.

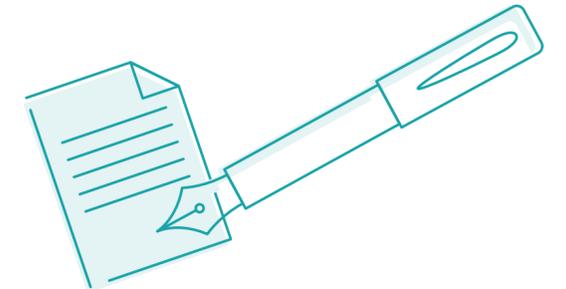
For the first time, **DELTA** was awarded the Platinum EcoVadis certification for its sustainable business practices – a distinction that ranks the company among the top 1% of businesses globally assessed by the international organization. This distinction further confirms our steadfast commitment to responsible and sustainable practices across all aspects of our operations.

Our focus on the principles of sustainable growth is a core element of our business culture and the values driving all of our decisions. These actions are not merely the achievements of a single year, but evidence of a culture that is evolving and maturing, while remaining firmly aligned to our vision: to make good nutrition accessible and enjoyable for all, through products of outstanding quality and nutritional value, with respect for society and the environment.

With faith in the strength of our people, we continue our journey towards a future where good nutrition is not only accessible and enjoyable, but also sustainable for all, reflecting the values and responsibility that underpin everything we do.

Athanasios Papanikolaou
CEO
VIVARTIA GROUP

Konstantinos Valiadis
CEO
DELTA FOOD



ESG Performance Summary and Priorities

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OUR ESG STRATEGY

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DRIVING SUSTAINABLE GROWTH

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2024 Highlights

DELTA's climate targets (Scope 1, 2, 3 & FLAG) validated by the **Science Based Targets initiative (SBTi)**.

192.8 tons of virgin paper saved by using 90% recycled paper for yogurt packs.

Inclusion of COLD SIN και KOURELLAS subsidiaries in our environmental footprint monitoring strategy, recording their Scope 1, 2 and 3 emissions for the first time.

More than **275 tons** of virgin plastic saved annually, using recycled and bio-based plastic materials, and reducing packaging weight.

E **GOLD certification** for Zero Waste to Landfill, confirming that **99%** of the waste generated in 2024 was directed towards recovery and recycling, instead of landfills.

Installation and operation of **photovoltaic systems with a total 2 MW capacity** in Sindos and Agios Stefanos, to meet the energy needs of our facilities.

5% reduction in energy consumption at DELTA and **4.6%** at EUROFEED, compared to 2023.

79% of DELTA's returned animal by-products used for animal feed.

4% reduction of water consumption at DELTA and **4%** at EUROFEED, compared to 2023.

Zero incident of Human Rights violations.

Zero fatal work-related accidents.

35% of the milk assessed based on sustainability criteria.

446,515 food portions donated to **75,208** individuals in need.

S Design of **product reformulation** actions for healthy dietary options with high nutritional value.

4,144 employee training hours at DELTA and **213** hours at subsidiaries.

Second year of U in the future, a new, innovative cross-functional, cross-company and cross-industry talent development program.

Full-scale rollout of the **new innovative livestock farmer audit and certification program** at farm-level on matters of animal welfare, biosecurity and carbon footprint.

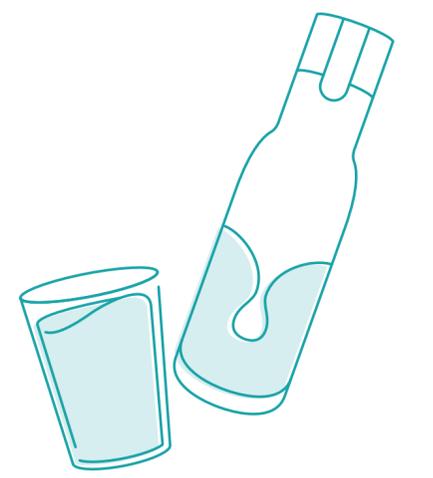
Zero incidents of data and privacy breaches.

89% domestic suppliers.

G We also **approved:**

- Prevention and Management of Conflict-of-Interest Policy
- Anti-bribery and Anti-corruption Policy
- Human Rights Policy (Revision)

Zero tolerance for any form of corruption and bribery across all our activities.



SUSTAINABILITY TOPIC	2024 PERFORMANCE	2025 PRIORITIES
Environment		
<h3>Climate change adaptation and mitigation</h3>	<ul style="list-style-type: none"> ● Validation of climate targets by the international Science Based Targets initiative (SBTi). ● Calculation of carbon footprint across all DELTA activities, including subsidiaries, in collaboration with external partner (Scope 1, 2, 3 & FLAG). 	<ul style="list-style-type: none"> ● Continuation of the company's greenhouse gas emissions reduction plan. ● Awareness of employees on achieving DELTA targets.
<h3>Energy management</h3>	<ul style="list-style-type: none"> ● Installation and operation of an additional 0.5 MWphv photovoltaic unit at the Agios Stefanos plant. ● Installation of a 1.5 MW photovoltaic system and platform for real-time monitoring and automatic data collection at the Sindos plant. ● Energy upgrade of the company's production facilities. 	<ul style="list-style-type: none"> ● Ongoing implementation of energy consumption reduction actions, fully aligned with the SBTi targets, reinforcing our sustainability strategy.
<h3>Air, water and soil pollution</h3>	<ul style="list-style-type: none"> ● Monitoring and recording emissions of air pollutants and discharge of liquid waste into the environment. 	<ul style="list-style-type: none"> ● Ongoing monitoring, control, and proper management of treated liquid waste to ensure continuous improvement in their quality. ● Ongoing monitoring, control and management of air pollutants with the goal of minimizing them.
<h3>Water management</h3>	<ul style="list-style-type: none"> ● Reduction of total water consumption by 4% at DELTA and by 4% at EUROFEED, compared to 2023. ● 7% use of recycled water in 2024. 	<ul style="list-style-type: none"> ● Implementation of efficient water management actions and monitoring to reduce water usage intensity and increase the percentage recycled.
<h3>Circular economy and waste management</h3>	<ul style="list-style-type: none"> ● 98% of recyclable waste from DELTA sent to recycling. ● GOLD Zero Waste to Landfill certification acquired, verifying that 99% of the generated waste did not end up at landfill sites. ● >79% of DELTA's returned animal by-products used for animal feed. ● >99.8% of the company's hazardous waste managed by licensed operators. 	<ul style="list-style-type: none"> ● Maintaining high recycling/ recovery rate of production waste from DELTA facilities and low rate of waste sent to landfills. ● Employee awareness and training on proper waste management.
<h3>Packaging</h3>	<ul style="list-style-type: none"> ● Reduction of virgin paper by using yogurt packs made of 90% recycled paper. <ul style="list-style-type: none"> ▶ Annual savings: 192.8 tons of paper ● Reduction of the use of virgin plastic by using 30% biobased PP in the Vitaline & Vitaline GO Protein cups - received the corresponding International Sustainability & Carbon Certification (ISCC). <ul style="list-style-type: none"> ▶ Annual savings: 15.74 tons of plastic ● Reduction of virgin plastic by reducing the weight of the Vitaline GO Protein Strained cups. <ul style="list-style-type: none"> ▶ Start: March 2024 ▶ Savings: 78 kg or 0.07 tons of plastic ● Reduction of virgin plastic by reducing the weight of the Complet cups. <ul style="list-style-type: none"> ▶ Start: November 2024/ December 2024 ▶ Savings: 99.4 kg or 0.099 tons of plastic ● Reduction of virgin plastic by reducing the weight of TTM preforms and discontinuing the use of overcaps. <ul style="list-style-type: none"> ▶ Annual savings: 181.43 tons of plastic ● Reduction of virgin plastic by using 35% recycled PET (r-PET) for the Milko preforms. <ul style="list-style-type: none"> ▶ Annual savings: 78.8 tons of plastic 	<ul style="list-style-type: none"> ● Ongoing search for alternative, environmentally-friendly, packaging options. ● Ongoing effort to reduce the use of primary plastic originating from non-renewable sources.



SUSTAINABILITY TOPIC	2024 PERFORMANCE	2025 PRIORITIES
Society		
Employee health and safety	<ul style="list-style-type: none"> ● Organization of seminars on health and stress management for the families of our employees. ● Zero incidents of fatal injuries or occupational illnesses and zero accidents across all subsidiaries. ● Implementation of actions to maintain and enhance health and safety measures (Gemba Walks, Suggestion Boxes). 	<ul style="list-style-type: none"> ● Zero work-related fatalities retention. ● Ongoing awareness-raising on Health and Safety issues.
Diversity, equity & inclusion	<ul style="list-style-type: none"> ● More than 30% managerial positions held by women. ● 39% of women in senior management positions. 	<ul style="list-style-type: none"> ● Ongoing training for all employees on matters of Diversity, Equity and Inclusion. ● Retention of high percentage of women in managerial positions.
Training and development	<ul style="list-style-type: none"> ● In 2024, a total of 4144 hours were dedicated to training programs at DELTA and 10.17 hours at EUROFEED, with seminars organized on various subjects. At COLD SIN and GATTEGNO, there were 14 and 15.26 hours respectively, and a total of 80 hours of training at KOURELLAS. ● 2-year Graduate Program "U in the Future" for recent graduates, featuring job rotations across different Group departments, participation in strategic projects, structured training and mentoring, offering the prospect of a permanent position. 	<ul style="list-style-type: none"> ● Continued exploration of new support materials and training tools for employees.
Human rights	<ul style="list-style-type: none"> ● Zero incidents of human rights violations. ● Updating of Human Rights Policy. 	<ul style="list-style-type: none"> ● Awareness and education of employees on Human Rights protection matters.
Social contribution	<ul style="list-style-type: none"> ● We implement a comprehensive plan for the continuous reduction of food waste, with interventions at multiple levels. In 2024, through the donation of near-expiry and safe-to-consume products, 446,515 portions of food were offered to 75,208 people, also contributing to the reduction of environmental impacts by saving 655,874 kg of CO₂ eq. ● The rights to the educational program on good and responsible nutrition for children aged 4–6 were granted to the Ministry of Health, as part of the support for the National Action against Childhood Obesity and the reinforcement of efforts to promote healthy dietary habits from early childhood. 	<ul style="list-style-type: none"> ● Increase in volunteer initiatives and enhanced employee participation.
Primary sector support	<ul style="list-style-type: none"> ● Full roll-out of the new innovative program for livestock farmer audit and certification at farm level, in partnership with the Agricultural University of Athens. ● 35% of DELTA's milk assessed based on welfare, biosecurity and carbon footprint criteria. 	<ul style="list-style-type: none"> ● Expansion of program, through the reevaluation of existing livestock farms or the first evaluation of new ones, aiming at a 50% coverage of DELTA's milk.
Product quality and safety	<ul style="list-style-type: none"> ● No product recalls. ● Zero non-compliance incidents related to product health and safety. ● 639 hours of training delivered on topics related to Food Safety Culture. 	<ul style="list-style-type: none"> ● Sustained high performance in product safety and quality.
High nutritional value products	<ul style="list-style-type: none"> ● Reformulation of the Advance infant yogurt line, removing added fructose and preserving only the natural sugars from the milk, fruit and cereals. ● Launch of the new DELTA Smart Paw Patrol children's yogurts, with natural sugars only, and no added sugar or chocolate cereals. ● Development of new plant-based beverages, desserts and children's snacks with natural ingredients, no added sugar and an enhanced nutritional profile. 	<ul style="list-style-type: none"> ● Ongoing improvements to the nutritional value of products, and design, development and launch of new healthy products.



SUSTAINABILITY TOPIC

2024 PERFORMANCE

2025 PRIORITIES

Governance

Regulatory compliance

- No incidents of non-compliance in data protection and privacy.
- Implementation of the Prevention and Management of Conflict-of-Interest Policy.
- Training of all employees on DELTA's Code of Ethics and policies.

- Sustained compliance with relevant legislation.
- Awareness of all employees on the values and principles of DELTA's Code of Ethics.

Anti-corruption ethics and practices

- No incidents of bribery or corruption.
- Implementation of Anti-bribery and Anti-corruption Policy.

- Retention of zero incidents of bribery and corruption.

Animal welfare

- Animal welfare included as a criterion in the evaluation and certification of livestock farmers, through the new farm-level livestock farmer audit and certification program.
- Training sessions for DELTA producers on animal welfare.
- Offer of high-quality animal feed designed to support animal health and welfare.

- Improvement of animal welfare by implementing and expanding welfare criteria as part of the livestock facilities audit program.

Supply chain management

- Retention of high percentages of domestic suppliers.
- Launch of milk supplier inspection and evaluation procedure based on ESG criteria.
- Conduct of training workshops for DELTA suppliers, and provision of ESG questionnaire.
- Development of Sustainable Procurement Policy.

- Further enhancement of supplier awareness through training programs and provision of supporting materials.



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years of presence

3

DELTA
production
units

1

animal feed
facility

1

milk collection
centre

4

subsidiaries

23

countries

600+

products

1.023

employees

26.000+

points of sale

Vision and Values

Our vision

«Continue to nurture the future of all Greeks, with high-quality foods. Always with responsibility and sensitivity towards individuals, society, and the environment»

Since 1952, DELTA has provided high-quality, nutritionally rich products to consumers, holding a leading position in the production and distribution of dairy products, yogurts, juices, ready-made tea, plant-based beverages and desserts, infant and children's nutrition, and the trading of evaporated milk and cheese products. Through our business operations, we continue to create value for our employees, the livestock farming sector, and the wider Greek society and economy. Moreover, the strong presence of subsidiaries Kourellas S.A., Cold Sin, Gattegno and Son, and Eurofeed, further strengthens the Company's footprint in both the Greek and international markets, contributing to innovation, outward-looking growth and sustainable development.

Over all these years, we have been supporting Greek families, offering every household, from one end of this land to the other, quality products that meet the nutritional needs of consumers of all ages. At the same time, we proudly stand as ambassadors of the Greek diet, through innovative products that promote our well-being internationally.

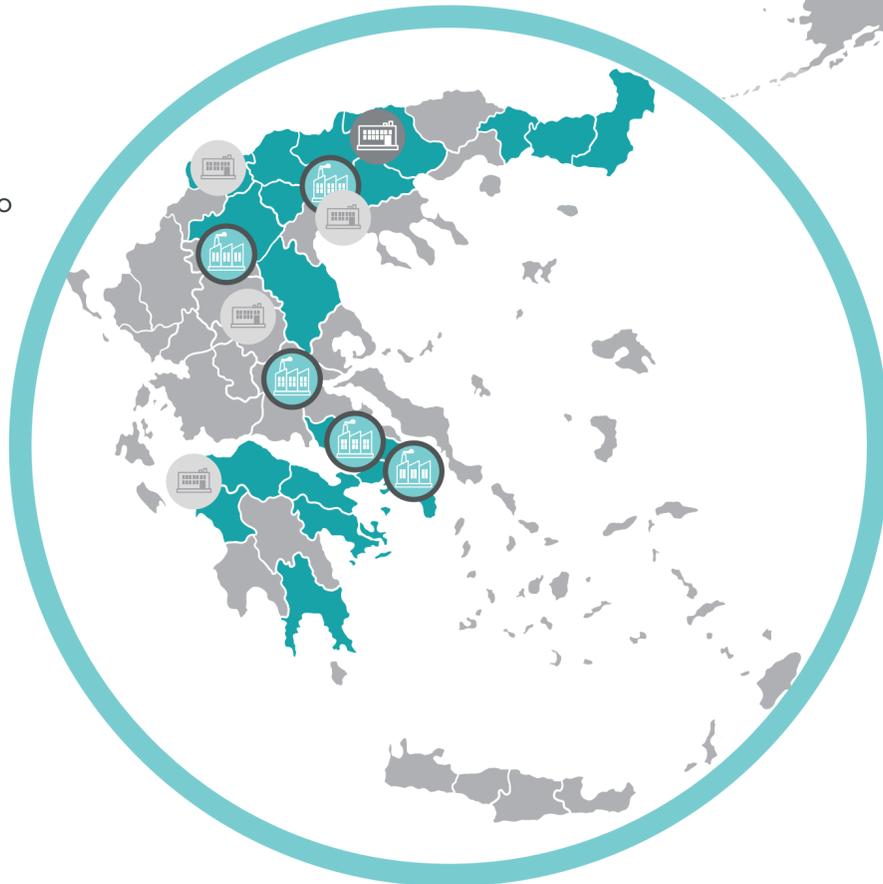
Our values

Each year, we aspire to operate and offer our products in alignment with our values, always prioritizing people, society and the planet.



DELTA and its Subsidiaries

At DELTA, we actively support the Greek economy and the local communities in which we operate, making a substantial contribution to their progress and wellbeing.



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Production Facilities

- DELTA Plant, Sindos, Thessaloniki
- DELTA Plant, Agios Stefanos, Attica
- DELTA Plant, Lamia
- KOURELLAS production facility, Grevena
- KOURELLAS animal feed factory
- EUROFEED animal feed factory, Viotia



Milk Zone Infrastructure

- Milk Collection Center, Gefyroudi, Serres



Other Facilities

- Zarko, Trikala
- Lechaina, Ilia
- Florina
- Thessaloniki
- Xanthi



Milk Producing Prefectures

- | | | |
|------------|----------------|-----------|
| • Argolida | • Imathia | • Larissa |
| • Attica | • Thessaloniki | • Xanthi |
| • Achaia | • Kilkis | • Pella |
| • Viotia | • Kozani | • Rodopi |
| • Evros | • Corinth | • Serres |
| • Ilia | • Lakonia | • Florina |



International Presence

- | | | |
|------------------|---------------|----------------------------|
| • Cyprus | • France | • Sweden |
| • United Kingdom | • Albania | • United States of America |
| • Malta | • Spain | • United Arab Emirates |
| • Germany | • Switzerland | • Canada |
| • Singapore | • Netherlands | • Saudi Arabia |
| • Israel | • Ireland | |
| • Italy | • Austria | • Kuwait |
| | | • Czech Republic |
| | | • Hungary |
| | | • Poland |

Operating Sectors and Products

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DELTA FOODS SINGLE-MEMBER S.A. (DELTA) is a food company operating in the field of good nutrition, offering high-quality and innovative products that meet the modern dietary needs of the population of Greece and promote the Greek Mediterranean diet. The company offers a wide range of products, including milk, yogurt, juices, iced tea, plant-based and cheese products, and maintains a leading presence in many of the sectors in which it operates.

Our subsidiary **EUROFEED SINGLE-MEMBER S.A. (EUROFEED)** primarily focuses on the production of compound, supplementary, livestock feed with high nutritional value. Additionally, it supplies dairy farmers with raw materials and feed additives.

Our subsidiary **KOURELLAS DAIRY INDUSTRY S.A.(KOURELLAS)** is the first company to produce organic dairy products in Greece, implementing innovative and sustainable practices in the production of high-quality food products. In addition to its activities in the dairy sector, KOURELLAS also operates a livestock feed production unit and manages sheep, goat, and cattle farms.

Our subsidiary **D. S. GATTEGNO & SON SINGLE-MEMBER S.A. (GATTEGNO)**, specializes in the import, export, and trade of dairy and cheese products.

Our subsidiary **COLD SIN TRADE AND PRODUCTION OF FOOD AND CONFECTIONERY PRODUCTS SINGLE-MEMBER S.A., (COLD SIN)** specializes in the import, distribution, and sale of ice cream and frozen products. It is the exclusive national distributor of Mars Hellas S.A., General Mills S.A. (Häagen-Dazs), and Sammontana SPA for Greece and Cyprus, operating through a network of 12,000 freezers that cover the entire Greek territory.



- Milk
- Yogurt and yogurt desserts
- Cheese products
- Juices and tea
- Chocolate milk and coffee drinks
- Plant-based products
- Professional dairy products
- Infant and child nutrition products



- Compound pelleted feed for dairy ruminants (cows, sheep, goats)
- Feed additives (mycotoxin binders, probiotics)
- Specialized feed additive, contributing to the reduction of the carbon footprint
- Vitamins and trace elements
- Livestock hygiene products (cattle)



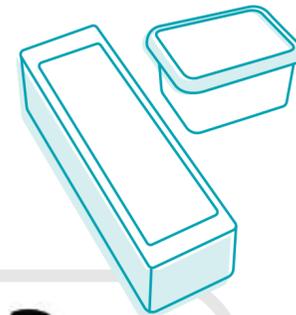
- Milk
- Yogurt drinks
- Yogurt and yogurt desserts
- Cheese products
- Plant-based products
- Organic products
- Professional dairy products



- Cheese products
- Plant-based beverages
- Milk and milk concentrates
- Cream
- Whey protein
- Butter



- Ice cream
- Packaged ice cream
 - Ice cream family tubs
 - Ice cream bars
 - Mini ice cream bars
 - Ice cream cakes
- HO.RE.CA ice cream



Business Model for Value Creation

For more than seven decades, we have set high standards in our business activities, recognizing our significant contribution to the food sector. Our business model represents the ways in which we generate, capture, and deliver value to both stakeholders and society at large.

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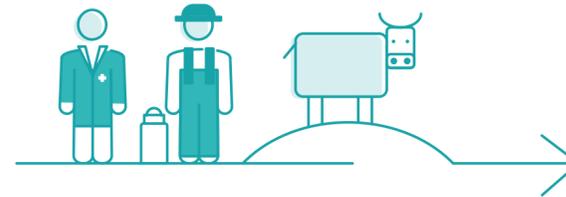
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Critical Partnerships

- Farmers – producers
- External partners
- Scientific community
- Suppliers
- Organized retail
- Small retail
- Distributors



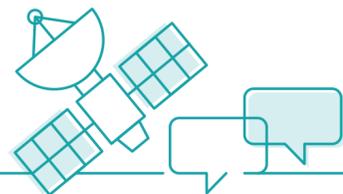
Main Activities

- Production and distribution of dairy products, yogurts, feta cheese, baby and child nutrition products, juices, ready-to-drink teas, and plant-based beverages
- Production and trade of cheese products, evaporated milk, condensed milk, fresh milk, and milk-based desserts/ beverages
- Distribution of high-quality frozen products
- Production of Greek organic dairy and plant-based products
- Production of quality animal feed



Key Resources

- Production facilities of DELTA and subsidiaries
- Partnership with selected livestock breeders
- Absorption of a large share of the total Greek production of cow's milk



Communication Channels

- Retail and small retail
- Industry fairs
- Information days/ events
- Partnerships with company stakeholders
- Customer/ consumer satisfaction surveys
- Information and training programs
- Articles and social media
- Ongoing communication through the Commercial Department
- DELTA Information Center



Customer Categories

- Organized retail
- Small retail
- Ho.Re.Ca and catering
- End consumer
- Farmers/ livestock breeders
- Animal feed traders



Competitive Advantages

- Development, implementation, maintenance, updating/ improvement of the Quality and Food Safety Management Systems of our facilities
- Full compliance with the requirements of the most stringent international standards for Quality Management and Food Safety Systems
- DELTA Microlab – Molecular Biology Laboratory
- Research and Development Department for products and packaging, with pilot unit and labs for physical/chemical and organoleptic tests
- Active contribution to the sustainable development of the primary sector through the comprehensive GAIA action plan, in collaboration with research institutions and organizations



Relationships with Customers and Consumers

- Responding to the needs of customers and consumers
- Immediate handling of customer complaints through the DELTA Information Center and customer satisfaction surveys



Cost Structure

- Raw materials, employee fees and other benefits, transportation costs, partner fees, equipment maintenance



Value Creation and Usefulness

- Design and development of products that meet the needs of consumers
- High quality and safety of products
- High nutritional value and product innovation
- Support for the primary sector
- Social contribution



Revenue Streams

- Company product sales

Value chain

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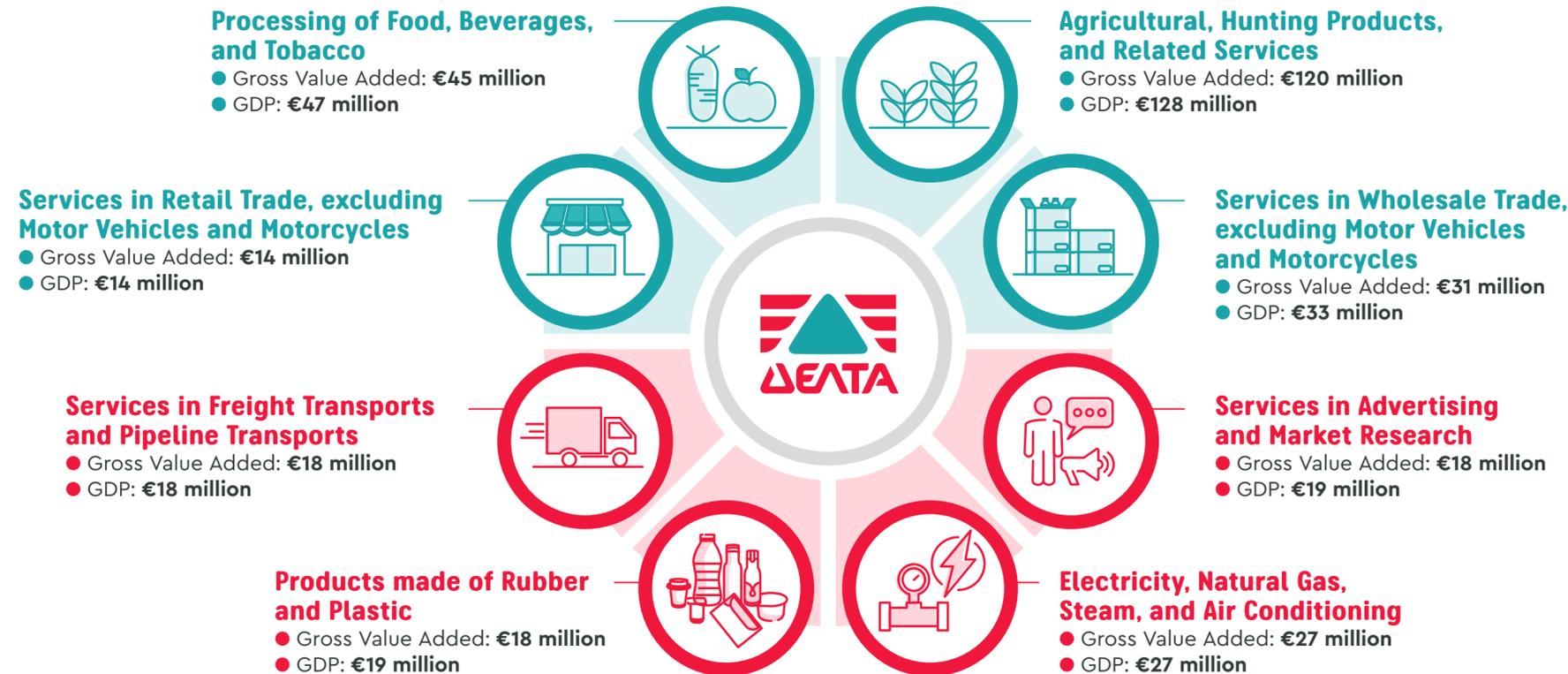
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Creating Value across our entire Ecosystem of Operation

DELTA's business activity relies to a significant extent on its partnerships with **local producers and suppliers**, who provide high quality ingredients that allow us to enhance the value of the products we offer to consumers. The company has an extensive network of more than **1500 Greek producers** it partners with, thus supporting the national economy, while contributing to the creation of new jobs across its value chain.

To determine the value we create for the economy, employment, public revenues, as well as for our customers and suppliers, we conducted a socio-economic impact assessment (SEIA) study for 2022-2024.*



During the 2022-2024 period, DELTA made major investments and launched strategic partnerships, to boost its competitiveness and support its Sustainable Growth. Such investments include the development of new production plants and the upgrade of existing facilities, aiming to streamline their efficiency and improve the quality of the products.

Impact on Employment



We support a total of **3,149** jobs**

For each **1 direct job** at DELTA



another 4 jobs are created in the Greek economy

Value to the Economy



€371 million

Total impact on GDP

Impact on Public Revenues



€19 million

Total contribution to National Public Revenues***

*The study refers to DELTA and its subsidiaries EUROFEED, GATTEGNO, KOURELLAS and COLD SIN.

**The jobs refer to the average number of jobs created in a direct, indirect or induced manner, by the activities of DELTA and its partners during the 2022-2024 period.

***During the 2022-2023 period, this ratio was calculated based on approximate tax rates for each industry. This allows for capturing the indirect impact on public revenues from transactions with other industries.

Awards and Distinctions

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During 2024, DELTA received a number of major awards and distinctions, in recognition of both the quality of its products and its commitment to a responsible business operation.

Distinction for the Quality and Taste of our products:

We continue to stand out for the quality, taste and innovation of our products, earning significant distinctions that reaffirm our commitment to delivering a superior consumer experience.



Superior Taste Awards - DELTA Plant-based Beverages

The new Super Mix oat drinks by DELTA have already stood out, winning the Superior Taste Award 2024. With a strong focus on flavor, quality and nutritional value, the Super Mix range was recognized by the International Taste Institute, which- together with world-renowned chefs – annually awards products that stand out for the excellence of their recipe and flavor.

★ **1 Star Superior Taste** for the DELTA Super Mix Chocoberries Oat plant-based drink

★★★ **2 Star Superior Taste** for DELTA Super Mix Apple and Cinnamon Oat drink

Product of the Year 2024

DELTA Vitaline Pudding by DELTA FOODS SA were awarded as product of the Year 2024 in the Protein Dessert category.



Great Taste Awards

Our subsidiary KOURELLAS achieved a triple distinction at the **Great Taste Awards 2024**.

- ★★★ **3 star** for Kourellas organic feta PDO cheese
- ★★ **2 star** for Kourellas Anevato PDO spreadable cheese
- ★ **1 star** for Kourellas organic barrel aged feta PDO cheese
- ★ **1 star** for Kourellas vegan white Greek type with fermented tofu

Distinctions in Marketing & Innovation:

In 2024, we stood out through awards that highlight our best marketing practices and our continuous efforts to develop new products and reformulate existing ones, to meet customer needs and the requirements of balanced and responsible nutrition.



IAB Mixx Awards

DELTA received important distinctions at the IAB Mixx Awards, reaffirming its strong presence in the fields of marketing and communication. Specifically:

- Milko – “stomilkosou” campaign**
 - ★ Members' Award in the Brand Awareness & Positioning category
- Vitaline – Vitaline Go Protein Puddings launch campaign**
 - ★ Silver in the Brand Launch Excellence and Market Penetration category
 - ★ Member's Award in the same category
- Life Χυμός – #protompanio campaign**
 - ★ Gold in the Best Social Media Campaign

INDUSTRIAL PRODUCTION & MANUFACTURING AWARDS 2024
Τα βραβεία της Ελληνικής Βιομηχανίας

Industrial Production & Manufacturing Awards 2024

DELTA secured the **Gold Award** at the 6th Industrial Production & Manufacturing Awards 2024, in the "Best Technology Systems for Digital Operations" category. This award was for its EVOCON | Enhancing Productivity in Delta's Manufacturing innovative solution. It has been implemented across the company's production facilities and it enables real-time monitoring of the production process and the Overall Equipment Effectiveness (OEE) indicator, allowing for the immediate identification of areas requiring improvement.

Distinctions for Our Workplace Environment:

For yet another year, we continued to stand out through distinctions that highlight our commitment to our people and to workplace health and safety. From the "U in the Future" program to the SmartFlex project and our recognition as a Great Place to Work, we consistently invest in a working environment that fosters innovation and employee well-being.

HR awards 2024

HR Awards 2024

DELTA received the "Best Graduate Trainee Program" award at the HR Awards 2024 for the **"U in the Future"** Program.

HEALTH SAFETY awards '24

Health & Safety Awards 2024

DELTA won the Gold Award for the **SmartFlex** project at the Health & Safety Awards 2024. Through the implementation of the innovative **Aberon Vision Picking** technology, a significant increase in efficiency was achieved in the company's warehouse operations, while at the same time ensuring a safe and people-centered working environment.



Great Place To Work

Great Place to Work

DELTA was recognized as one of the leading employers in Greece, earning the "Great Place to Work" distinction for 2024. This recognition confirms the company's ongoing commitment to fostering a working environment that promotes employee well-being, professional development, and a healthy work-life balance.



Distinctions for Our Environmental Care:

In 2024, we further strengthened our commitment to sustainability, earning major distinctions that recognize our initiatives for the environment and society. We continue to set the bar high, with the aim of contributing to a more responsible and sustainable future.



EcoVadis Platinum distinction

DELTA received the **EcoVadis Platinum distinction**, the highest level of recognition awarded by the internationally recognized sustainability assessment organization. This award places DELTA among the top 1% of companies worldwide, based on its performance in the areas of corporate social responsibility, environmental management, ethics, and sustainable procurement.



Super Market Awards 2024

DELTA was honored in the "Corporate Social Responsibility (CSR) – Environment" category in recognition of the recent **Gold Zero Waste to Landfill** certification awarded by EUROCERT S.A. This certification confirms that 99% of the company's generated waste is recovered, preventing its disposal in landfill sites.

Most Sustainable Companies in Greece 2024

DELTA was recognized by the QualityNet Foundation as one of the "50 Most Sustainable Companies in Greece" for 2024.



Proud Member of
THE MOST SUSTAINABLE COMPANIES
IN GREECE 2024



Bravo Sustainability & Dialogue Awards 2024

DELTA was honored at the Bravo Sustainability & Dialogue Awards 2024 for the "GAIA" Action Plan, receiving a distinction in the ESG Pioneer category. This recognition reflects the company's ongoing commitment to the sustainable development of Greek livestock farming and its contribution to shaping a socially and environmentally sustainable future for the primary sector.



Participation in Memberships and Partnerships

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DELTA actively participates in a variety of networks, bodies and organizations

For yet another year, we maintained an active presence in conferences, organizations and agencies related to our sector. Through our participation in such initiatives and our partnerships with recognized organizations, our goal is to promote our responsible entrepreneurship and our focus on sustainability.

More specifically, the bodies and associations in which our Company is a member are as follows:



Alliance for the Reduction of Food Waste



SEVA
(Association of Greek Soft Drinks Industries)



EIT FOOD
(European Institute for Innovation and Technology)



CSR Hellas
(Hellenic Network for Corporate Social Responsibility)



FEDERATION OF INDUSTRIES OF NORTHERN GREECE

SBBE
(Federation of Industries of Northern Greece)



UNGCN Hellas
(UN Global Compact Network Greece)

UN Global Compact
(UN Global Compact)



ECR Hellas
(Hellenic Committee Efficient Consumer Response)



The Institute of Internal Auditors
Greece

EIEE
(The Institute of Internal Auditors Greece)



ILME
(Institute of Logistics Management of Greece)



SEVT
(Federation of Hellenic Food Industries)



SEE
(Advertising Self-Regulation Council)



EEAE
(Hellenic Management Association)



SEPTEDE
ASSOCIATION OF INFANT FOODS & SPECIALIZED NUTRITION ENTERPRISES OF GREECE

SEPTEDE
(Association of Infant and Specialized Nutrition)



GREEK COLD STORAGE & LOGISTICS ASSOCIATION

GCSLA
(Greek Cold Storage & Logistics Association)



Compete GR
(Council on Competitiveness of Greece)



SEVGAP
(Association of Greek Milk and Dairy Products Industries)



Σύνδεσμος Διαφημιζομένων Ελλάδος
Hellenic Advertisers Association

SDE
(Hellenic Advertisers Association)



AGMPM
(Association of the Greek Manufacturers of Packaging & Materials)

Corporate Governance

Trust, transparency, and corporate responsibility are fundamental pillars for effectively delivering DELTA's value to all stakeholders.

The company has established a strong corporate governance framework, along with an efficient internal control and risk management system, strongly positioning it and giving it a competitive edge in both domestic and international markets.

Board of Directors and Committees

Board of Directors



DELTA's Board of Directors (BoD), following the resignation of one (1) member and the election of one (1) new member, was reconstituted as a body with six members on 1.11.2024 with a term until 8.8.2026, which can be extended until the first ordinary General Meeting (GM) in the year of its expiration. The Board's primary responsibilities include ensuring the completion of the required controls, supervising senior management and setting the company's strategic goals.

DELTA's Board of Directors consists of a total of six (6) men, one (1) of whom is aged between 30–50 years, and five (5) over 51 years old.

The BoD of subsidiary Danieal S. GATTEGNO & Son S.A. consists of four (4) members, with a term ending on 13.3.2028.

The BoD of subsidiary KOURELLAS, following the resignation of one (1) member and the election of one (1) new member, reconstituted into body, and consists of five (5) members, with a term ending on 14.5.2026, which may be extended up to the first ordinary General Meeting following the expiration of its term.

The BoD of subsidiary COLD SIN consists of four (4) members, with a term ending on 5.11.2029.

The BoD of subsidiary EUROFEED SINGLE MEMBER S.A. consists of four (4) members, with a term ending on 7.10.2027.

Audit Committee



The Audit Committee performs its duties at the Vivartia Group level and consists of selected members of its Board of Directors, who are assisted by the Internal Audit Manager of Vivartia. Members are selected on the basis of their independence, while emphasis is placed on the diversity of the committee's composition, expertise in risk management, and the representation of different stakeholders. The Chairperson of the Audit Committee is elected by its members. The Committee members have sufficient knowledge and experience in the sectors in which the Vivartia Group operates, as well as in accounting and auditing matters.

The Audit Committee supports the BoD in matters of financial reporting, internal audit and oversight of external audit. It also supervises the auditing work performed by the Internal Audit Departments of the companies and the Vivartia Group, and the financial reporting procedure carried out under the external audit's responsibility.

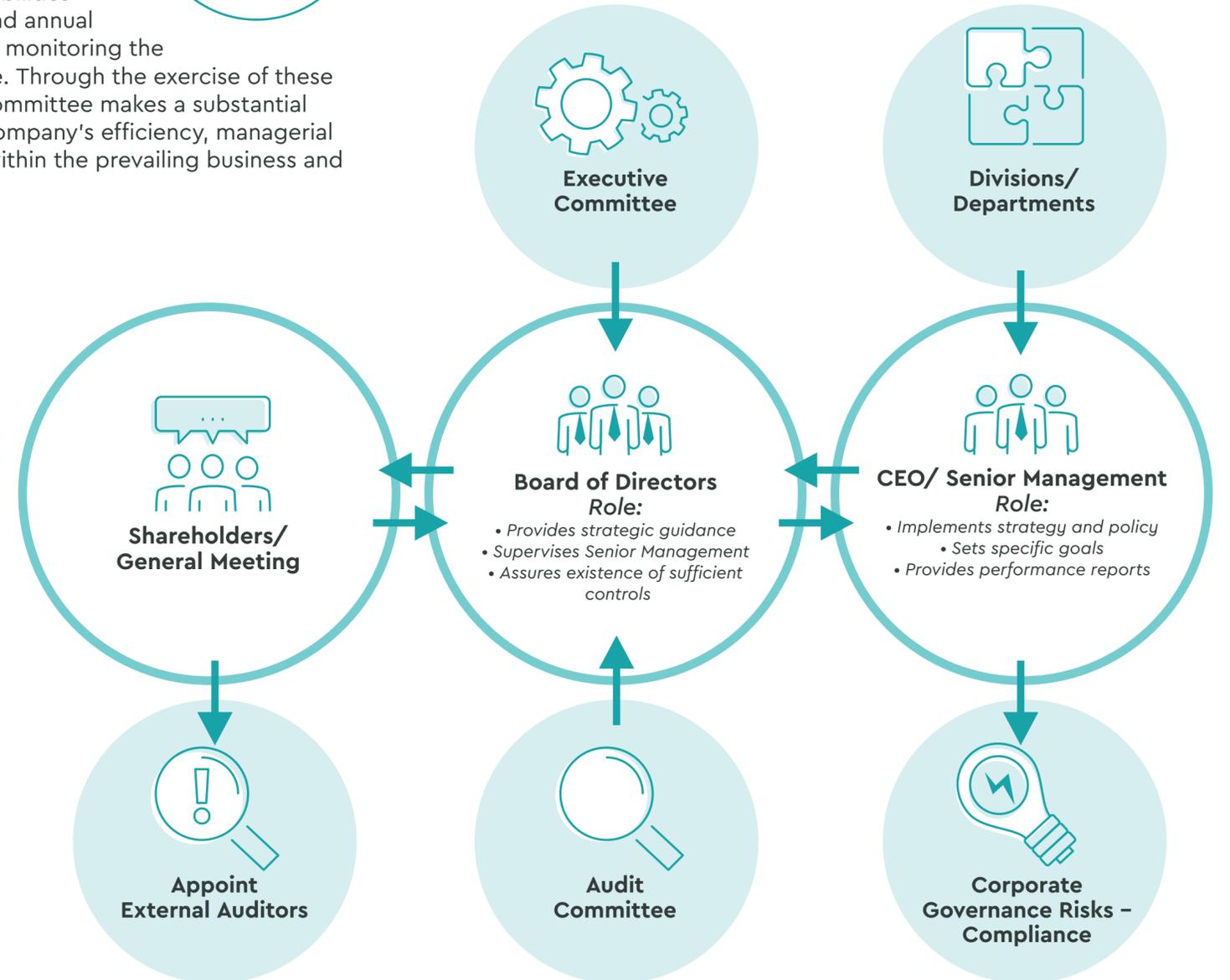
The Audit Committee, in compliance with its Rules of Procedure, monitors, reviews, and assesses the adequacy and effectiveness of the Group's policies, procedures, and safeguards, both in terms of the internal audit system, and the assessment and management of risks as regards financial reporting. It holds regular quarterly meetings, as well as unscheduled ones whenever the need arises, at the initiative of any member of the Committee.

The purpose of the Audit Committee is to improve the quality, adequacy, and effectiveness of the internal control and risk management systems, aiming at preventing, limiting, and mitigating operational risks.

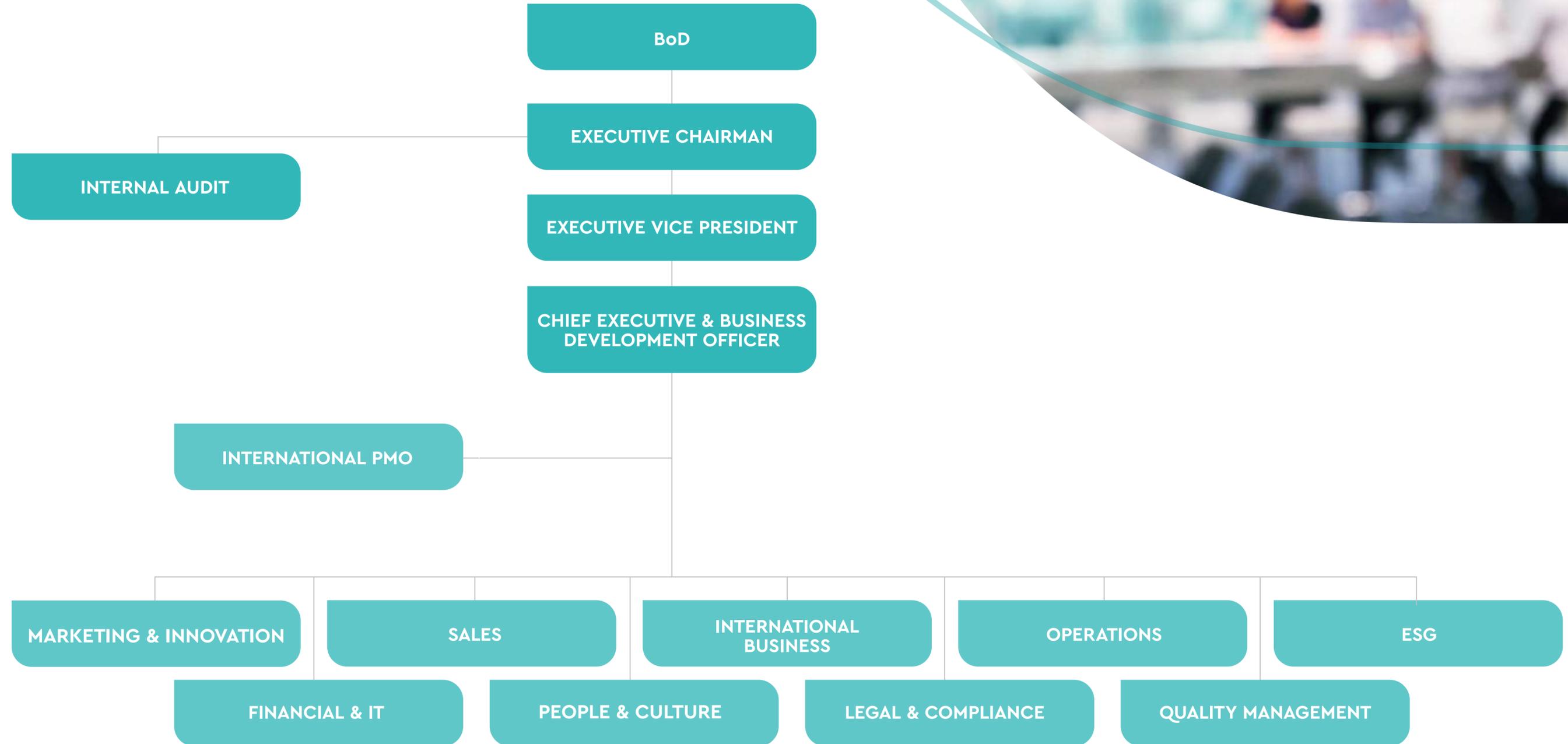
Executive Committee



The Executive Committee is responsible for the integrated and continuous oversight of all DELTA operations. Its responsibilities involve setting strategic goals and annual budgets, strategic planning, and monitoring the company's financial performance. Through the exercise of these responsibilities, the Executive Committee makes a substantial contribution to enhancing the Company's efficiency, managerial flexibility and competitiveness within the prevailing business and economic environment.



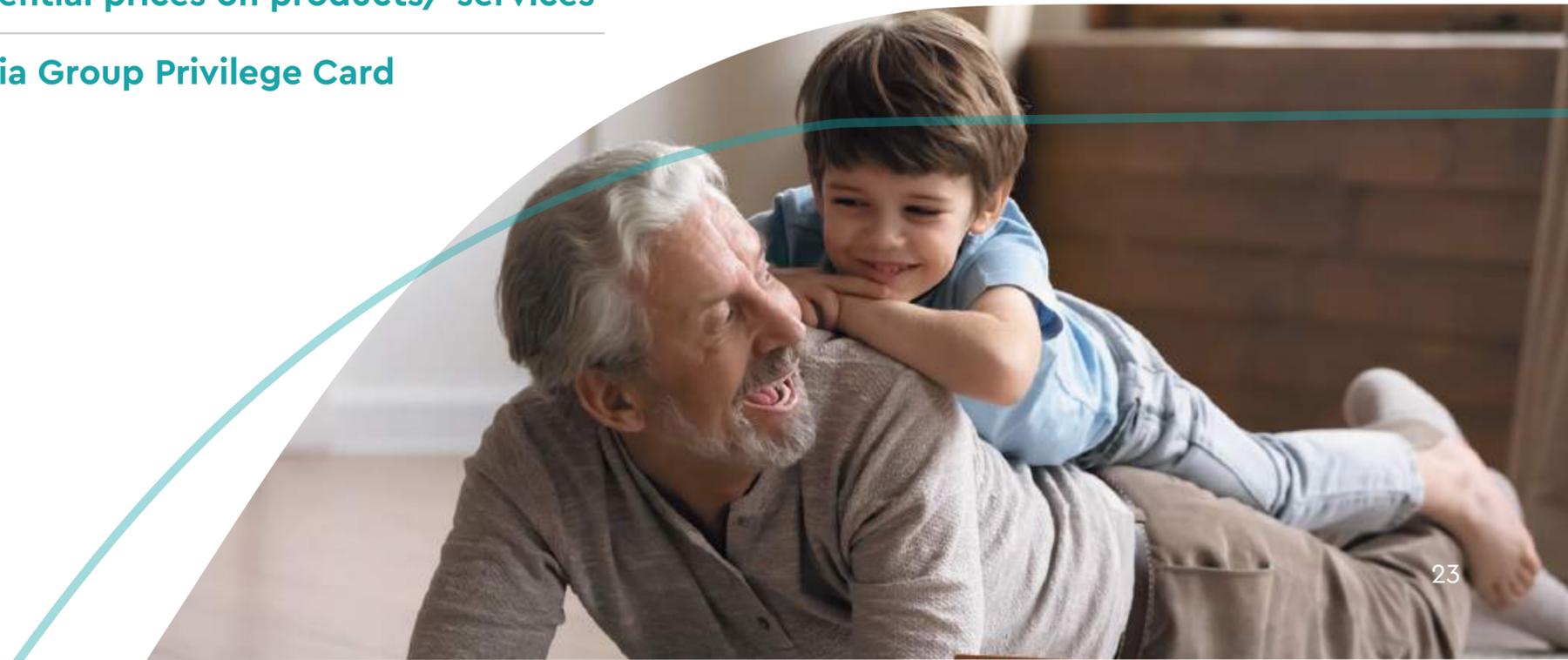
Organisational Chart



Remuneration policies

DELTA offers a competitive pay and benefits package to all C-Suite and senior executives, adapted to the needs and particularities of each position, which is designed and monitored by the Human Resources Department and approved by the CEO. In addition to the fixed salaries, we provide additional benefits such as:

- Medical coverage
- Life insurance
- Pension plan
- Performance bonus
- Sign-in bonus as hiring incentive
- Tools (mobile telephone, laptop, car, fuel)
- Food coupons
- Hybrid work model (DELTA Flex)
- Incapacity & Invalidity Coverage
- Parental leave
- Retirement planning
- Credit card
- Marriage/ birth of child gift
- Preferential prices on products/ services
- Vivartia Group Privilege Card
- Employee Support Program on mental health issues (24-hour psychological support for employees and their families)
- Wellbeing Program (monthly nutrition webinars, dietary tips, nutritionist services for developing and maintaining healthy behaviors and habits)



Regulatory Compliance

Personal Data Protection

DELTA recognizes the protection of personal data as a fundamental principle of its operational activities and is fully committed to safeguarding the privacy of the individuals with whom it engages, including customers, employees, suppliers and other partners. In this context, strict technical and organizational security measures are implemented to ensure that access to personal data is limited and controlled, and granted exclusively to authorized employees and partners, in accordance with the "need-to-know" principle, and solely for the purpose of providing the agreed services.

At the same time, the Company ensures the continuous training of its workforce on matters of ethics, confidentiality and personal data protection, through structured and regular training programs.

In 2024, no complaints were recorded regarding violations or breaches of personal data. Moreover, there were no incidents of non-compliance with laws or regulations in the social or financial sector.



DELTA is fully compliant with the requirements of the General Data Protection Regulation (GDPR - Regulation (EU) 2016/679), as well as with the entirety of the applicable national and European data protection legislation. A key role in the oversight and implementation of the relevant policies and procedures is held by the Data Protection Officer (DPO) and the Information Security Officer (ISO).



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Ethics and Anti-Corruption Practices

Code of Conduct

As a member of the Vivartia Group, DELTA strictly adheres to the "Vivartia Business Code of Conduct," ensuring that all transactions with third parties comply with national and international legislation.

At the same time, DELTA has established and implements its own Code of Conduct, which established clear and binding rules and principles aimed at preventing incidents of bribery, corruption and other unethical or improper practices.

The Code ensures the integrity of our business practices, including the avoidance of misleading advertising and adherence to legal provisions. The values and principles of the Code draw on global best practices and form the foundation of the company's Policies and Procedures, which align with the current legislative and regulatory obligations and are binding for all company employees in the fulfilment of their duties.

The Code of Conduct is posted on the internal network (Company Intranet) and all employees can consult it whenever needed.

Additionally, all new employees are required to read and sign the Code of Conduct when hired, as part of their onboarding.

The company has established the Policy for Reporting Violations of the Business Code of Conduct to facilitate the reporting of violations by employees, associates, or third parties. Such reporting may concern issues of bribery, conflict of interest, fraud, harassment, health and safety at work and breach of personal data protection. This procedure complies with the provisions of Law 4990/2022, which transposes Directive (EU) 2019/1937 on the protection of persons who report breaches of Union law.

In 2024, there were no incidents of corruption or legal actions related to anti-competitive behavior or anti-monopolistic practices.

All members of senior management, heads of organizational units and employees have been duly informed of the Company's anti-corruption policies and procedures, as part of the ongoing cultivation of a corporate culture of integrity and transparency.

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Code of Conduct for Suppliers and Partners

The **Code of Conduct** for Suppliers and Partners establishes the fundamental principles and values that suppliers and partners must follow to ensure high standards of ethical integrity, professionalism and regulatory compliance through their partnership with the company. The Code is systematically communicated to all partners and persons involved in the supplier selection process, while training is offered for understanding its application. Adherence to this Code is essential for establishing a sustainable and long-term collaboration with DELTA.



Internal Complaints Management Policy, including those related to violence and harassment incidents

We promote labor rights and implement measures to prevent and combat workplace violence and harassment in accordance with Law 4808/2021. At the same time, we promote and facilitate communication with Management in the event of incidents or reports of complaints, recommendations, suggestions for improvement, etc. The Internal Complaints Management Policy is systematically implemented and aims to create a workplace free of violence, harassment and discrimination and fully respectful of human dignity.



Code of Conduct for Internal Audit Operations

To enhance the transparency, reliability and integrity of internal procedures and Internal Audit Operations, DELTA adheres to the Code of Conduct for Internal Audit. The Code aims to protect and promote the standards set by modern corporate governance and enhance the effectiveness of regulatory compliance mechanisms. It is based on the following fundamental principles for internal audit operations:

It is based on the following fundamental principles for internal audit operations:

○ Objectivity

○ Integrity

○ Documentation

○ Adequacy

○ Confidentiality

○ Independence

Compliance with these principles is core component of the effectiveness of Internal Audit and solidifies the trust of all stakeholders in the company's internal oversight mechanism.



In 2024 we implemented:

A Comprehensive **Prevention and Management of Conflict of Interest Policy**, aiming to ensure the transparency, integrity and responsible business conduct. This Policy clearly defines the concepts, procedures and mechanisms for the prevention, identification and management of conflict-of-interest situations across all Company levels. It is embedded in the corporate governance system and supported by training programs, internal audits and reporting mechanisms, with the objective of maintaining zero incidents through 2030.

DELTA's **Anti-bribery and Anti-corruption Policy**, which reflects the Company's commitment to integrity, transparency and responsible business conduct. The Policy applies to all employees, executives, members of the Board of Directors and third parties associated with the Company. DELTA adopts a zero-tolerance approach towards any form of corruption and bribery, while encouraging the reporting of such incidents in good faith. The Policy clearly defines what constitutes bribery, prohibits unacceptable practices such as monetary gifts and hospitality without a legitimate business purpose, and places strong emphasis on the avoidance of conflicts of interest. It also contains strict controls over business partnerships, transactions with public officials, and the prevention of money laundering. Compliance is monitored through internal audits and training programs, while non-compliance results in disciplinary sanctions.

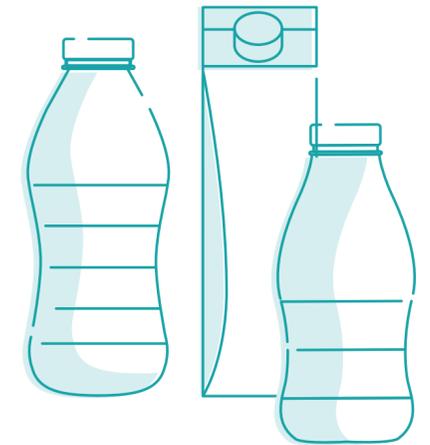
Business Continuity

We have developed a Business Continuity Plan, encompassing our critical operations, with the aim of ensuring seamless business continuity in the event of serious disruptions or crises. This plan is based on the specifications and requirements of the international ISO 22301 standard, ensuring a cohesive and systematic approach to crisis management. Business continuity is defined as the strategic and tactical capability of an organization/ company to plan and respond effectively to disruptive events or disasters, including natural disasters, technical failures or other crises, ensuring that its operations are restored to a predetermined acceptable level.

In this context, DELTA has identified the risks that may significantly affect its business processes in the event of a catastrophic incident. Following this assessment, the Company has formulated strategies to address the impact of these risks and their mitigation through the application of appropriate and effective measures.

DELTA further maintains and implements a Crisis Management Policy, which sets out all actions adopted and applied for the purpose of preventing, regulating, mitigating and/ or containing events that may precede or arise during the development of an incident that could cause a crisis or disruption to the Company's day-to-day operations.

The Business Continuity Plan and the Crisis Management Policy are regularly updated and are reviewed and adjusted as necessary to ensure they are capable of effectively supporting the Company in the event of any crisis or disasters that may affect or disrupt the continuity of its operations.





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Our ESG Strategy



At DELTA, Sustainability is a key component of our business strategy and a core value of our Company. Our primary goal is to create long-term and sustainable value for all our stakeholders and society.

In this context, in 2023, we established our ESG Strategy for the environment, society, and corporate governance, which includes a set of initiatives and actions aimed at Sustainable Development, based on international best practices.

The Strategy aligns with the international, European, and national landscape, as well as sustainability frameworks, such as the European net-zero target by 2050, the UN Sustainable Development Goals, the Ten (10) Principles of the UN Global Compact, while also incorporating the expectations of its stakeholders.

Our ESG vision

We nurture a better and more sustainable future for all, with high-quality, nutritious products.

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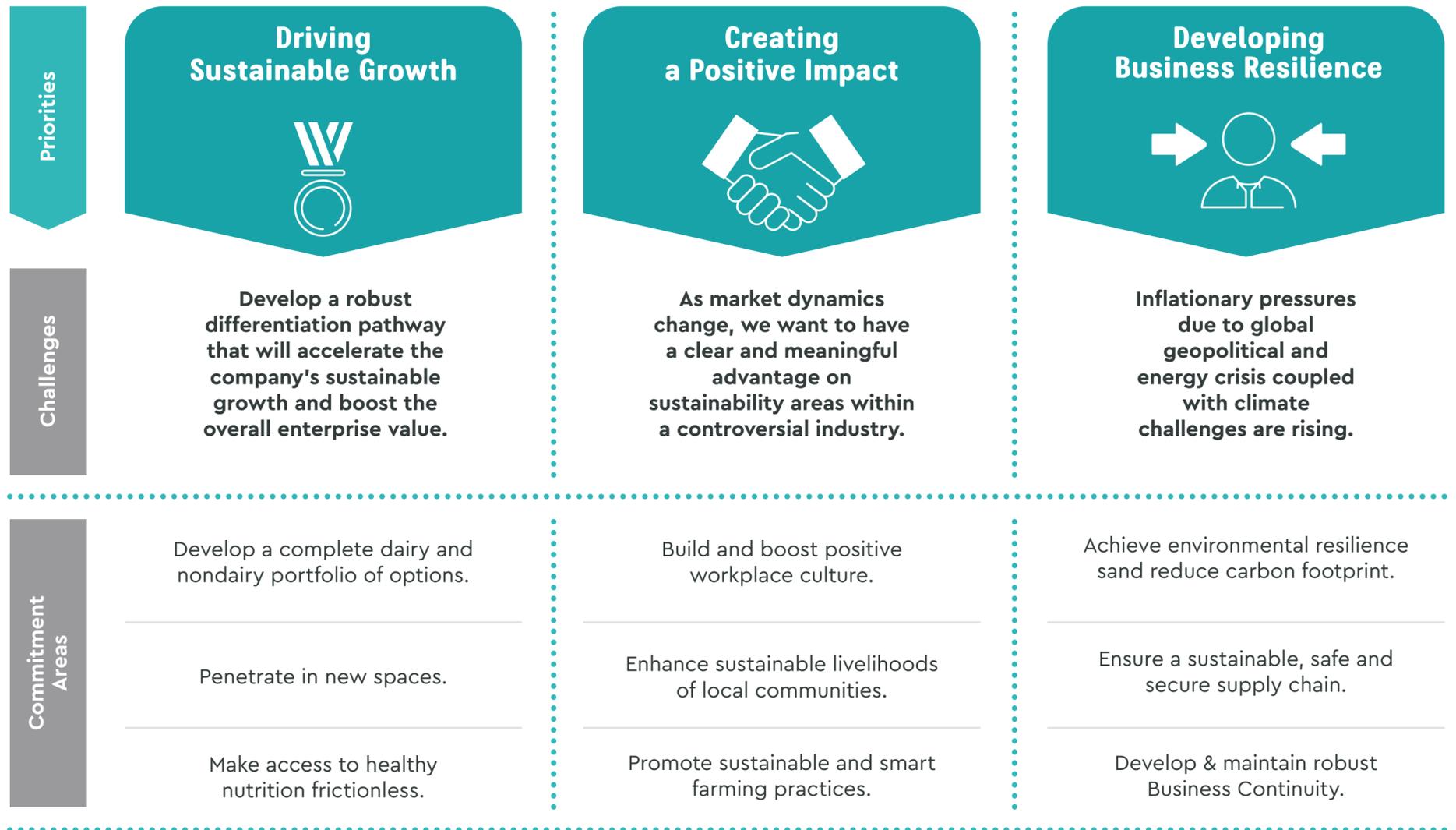
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Our ESG Strategy

We systematically aim to expand our activities in the Greek and international markets, continuously develop our human resources, reduce our environmental footprint, and contribute to the health and well-being of society. Our ESG Strategy is built on three (3) key pillars, which include nine (9) strong commitments.



Governance Model

DELTA's Board of Directors is responsible for monitoring the ESG Strategy's progress, and reviews matters in the context of the broader oversight of the company's activities. A key element of the ESG governance structure is the ESG Committee, which guides the implementation of the ESG Strategy, is systematically informed of developments and progress across environmental, social and governance matters, and contributes to enhancing management's overall understanding and monitoring of sustainability issues.

In addition, the ESG Department has assumed a critical coordinating role in the implementation of the Strategy across the organization. Responsibility for the management of impacts has been assigned to senior executives within the organization. These executives are responsible for the design and implementation of measures aimed at restoring or eliminating identified adverse impacts across the full scope of the Company's business activities.

It should also be noted that the Company's progress on ESG matters, including the effective management of its social and environmental impacts, will be taken into consideration in the performance evaluations of the Board of Directors in the coming years.

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DELTA Value Chain Transformation Project

We have successfully rolled out a pioneering project for the Greek market, enabling the systematic mapping and assessment of the Company's performance across the three ESG pillars (Environment, Society and Governance) throughout the value chain.

The project was based on an innovative methodology developed by the Athens University of Economics and Business, which enabled us to address two key challenges faced by companies globally:

1 The lack of quantitative frameworks for assessing ESG performance based on internationally recognized best practices

2 The need for methodologies that quantitatively link ESG performance to the achievement of the United Nations Sustainable Development Goals (SDGs)

The key objectives achieved through the project included:

- ✓ **Establishing an ESG performance baseline, serving as a starting point for continuous improvement within the framework of DELTA's ESG transformation.**
- ✓ **Promoting responsible innovation through the integration of ESG and SDG concepts across the dairy value chain, while enhancing transparency.**
- ✓ **Building a stronger brand reputation through the comprehensive integration of sustainability across the value chain.**
- ✓ **Investing in product portfolio optimization.**
- ✓ **Identifying areas of improvement at corporate level.**

The project is updated on an annual basis, ensuring continuous monitoring and improvement of our ESG performance.

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Double Materiality Analysis



Stakeholder Engagement

Ongoing and meaningful engagement with our stakeholders is a fundamental pillar of the DELTA's sustainability strategy, ensuring that our decisions reflect real needs, challenges, and expectations.. Through structured channels of dialogue, at multiple levels, we systematically capture stakeholder insights and concerns, enabling an effective and responsive approach. This ongoing exchange supports the early identification of risks and opportunities and informs the design and implementation of targeted preventive and corrective actions that enhance our positive impact.

Stakeholders are defined as individuals, groups or organizations that are either affected by DELTA's activities and decisions, or have the ability to influence the implementation of the Company's strategy and the achievement of its objectives.



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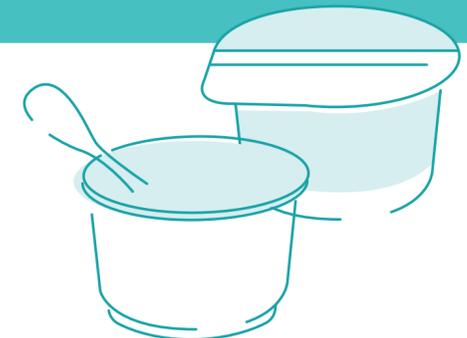
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Stakeholder Groups	Engagement Method	Frequency of Communication	Engagement Topics	Our Responses
<p>Employees</p>	<ul style="list-style-type: none"> Intranet Updates via e-mail (internal communications) and staff boards Continuous communication between the Management Team and Human Resources Employee Satisfaction Survey Regular Employee Meetings with Line Managers and the Management Team Group or 1:1 meetings with Human Resources Department members Regular meetings with representatives of Trade Union 	<ul style="list-style-type: none"> Daily Monthly Annually 	<ul style="list-style-type: none"> Working conditions and other labor issues Fees & Benefits Equal treatment/ meritocracy Training and development opportunities Health and Safety in the workplace Updates on corporate issues (priorities, goals, results, distinctions, scientific actions) 	<ul style="list-style-type: none"> Implementation of the Business Code of Conduct CEO meetings with employees Posting of available jobs internally throughout the organization Free distribution of products and provision of Christmas gift vouchers to all employees Employee attendance at training courses Flexible Work Policy Wellbeing Program, to promote the quality of life, mental health and wellness, with programs such as 24-hour psychological support for employees and their families, and nutrition training and dietary tips by partner nutritionists

Stakeholder Groups	Engagement Method	Frequency of Communication	Engagement Topics	Our Responses
<p>Shareholders</p>	<ul style="list-style-type: none"> Ongoing communication through Senior Management and Internal Audit (one-to-one meetings) Internal meetings Publication of the Sustainable Development Report 	<ul style="list-style-type: none"> Monthly 	<ul style="list-style-type: none"> Growth and profitability of the Group Sound corporate governance Transparency in Stakeholder relations Sound risk management Rationalization of spending Expansion into new markets Interest in ESG actions and ESG performance 	<ul style="list-style-type: none"> Communication of decisions, announcements, and financial statements to provide adequate information to the shareholders Publication of Sustainable Development Reports for transparent presentation of the ESG strategy, actions, goals, and performance of DELTA
<p>Customers</p>	<ul style="list-style-type: none"> Inspector visits (Network team) DELTA Information Centre Continuous physical and telephone communication Presentations and training 	<ul style="list-style-type: none"> Daily 	<ul style="list-style-type: none"> Benefits, discounts, and promotions Quality products and raw materials Prompt response and service Publication of regular press releases, announcements, and reports on new Company products or services Updates on the legislative framework and new dietary trends Credit and commercial policy Distribution and service 	<ul style="list-style-type: none"> Implementation of quality assurance and Health & Safety procedures in the Supply Chain Prompt response to customer requests and complaints from the DELTA Information Centre (KED) Response to customer requirements through inter-departmental collaboration, aiming at serving them immediately
<p>Consumers</p>	<ul style="list-style-type: none"> DELTA Information Centre Continuous communication through marketing actions (e.g., competitions) DeltaMoms platform www.delta.gr Social Media Consumer visits to production units Market surveys 	<ul style="list-style-type: none"> Daily 	<ul style="list-style-type: none"> Promotions and discounts Quality and Nutritional Value of DELTA products Quality and Safety Management of DELTA products Updates on new products Prompt service and response to any complaints and questions related to products Updates on a healthy and balanced diet Corporate responsibility 	<ul style="list-style-type: none"> Monitoring of dietary trends and designing and developing new products, as well as continuously improving existing product proposals based on modern Nutrition science Implementation of quality assurance and Health & Safety procedures in the Supply Chain Prompt response to customer requests and complaints by the DELTA Information Centre (KED) Response to consumer demands through direct collaboration with the Sales Department Conducting actions focused on healthy eating in collaboration with the Delta Information Centre - KED
<p>Producers – Livestock farmers</p>	<ul style="list-style-type: none"> Technical support from veterinarians, agronomists, animal husbandry experts, and inspectors at livestock farms QMD (Quality Management Department) inspector visits Organization of training colloquiums specifically for producers 	<ul style="list-style-type: none"> Daily 	<ul style="list-style-type: none"> Long-term active presence in the Milk Zone Trust and reliability High level of cooperation Terms of partnership and implementation of milk procurement policy Enhancement of livestock farming sustainability Improvement of the competitiveness of Greek farms Provision of technical support, information, and training Pricing and credit policy DELTA's financial robustness Ensuring high-quality feed 	<ul style="list-style-type: none"> Promotion of actions for sustainable development and improvement of the competitiveness of Greek dairy farming Provision of technical support, training, colloquiums, GAIA Action Plan Ensuring contact between producers and the scientific community

Stakeholder Groups	Engagement Method	Frequency of Communication	Engagement Topics	Our Responses
<p>Suppliers</p>	<ul style="list-style-type: none"> • Visits/ On-site inspections and evaluations at specific intervals, by inspectors of the Quality Management Department, with the participation of executives of the Research and Development Department • Selection of raw and auxiliary materials based on quality criteria during product development/ improvement by the executives of the Research and Development Department 	<ul style="list-style-type: none"> • Daily 	<ul style="list-style-type: none"> • Growth and expansion of the Company • Terms of partnership • Meritocratic and objective supplier evaluation • Pricing and credit policy, and payment methods • Supporting local suppliers • DELTA's financial robustness 	<ul style="list-style-type: none"> • Supplier and Partner Code of Conduct, Procurement Code of Conduct • Health & Safety measures for all stakeholders in the Supply Chain • Preference of local suppliers wherever possible
<p>Sales network partners</p>	<ul style="list-style-type: none"> • Direct contact with the Sales Networks Department • Ordering systems • Daily communication with shipping department • Information platforms (portable invoicing system) • Ongoing communication with the Quality Management Department • Communication with executives of the Research and Development Department on the performance of professional products and their potential improvement 	<ul style="list-style-type: none"> • Daily 	<ul style="list-style-type: none"> • Quality-completeness of delivered products • Delivery times • Compliance with product specifications • Immediacy and flexibility • Technical and technological support (e.g. route optimization) • Development and innovation • Training • DELTA's financial robustness 	<ul style="list-style-type: none"> • Communication with the Sales Network • Health & Safety measures for all stakeholders in the Supply Chain
<p>State and institutional bodies</p>	<ul style="list-style-type: none"> • Participation in shaping policies and decisions (through Industry Associations) • Audit mechanisms of the State and state agencies • Participation in state surveys and opinions • Participation in seminars for training of sector state services • Communication with extroversion bodies 	<ul style="list-style-type: none"> • Monthly 	<ul style="list-style-type: none"> • Compliance with legislation • Financial robustness, to meet tax and insurance requirements • Process improvement initiatives • Development of social actions 	<ul style="list-style-type: none"> • Full compliance with legislation • Participation in professional organizations • Cooperation and consultation with institutional representatives of the state and regulatory authorities • Ongoing initiatives and actions to enhance DELTA's operations and to increase social impact
<p>Scientific community</p>	<ul style="list-style-type: none"> • Participation in conferences • Preparation of research programs • Knowledge dissemination and information exchange activities 	<ul style="list-style-type: none"> • Monthly 	<ul style="list-style-type: none"> • Linking academic research to applied practices • Enhancement and support of scientific work (e.g., through partnerships for participation in European programs) • Provision of opportunities to students • Guidance and career orientation of students in relevant professional fields 	<ul style="list-style-type: none"> • Participation in conferences and research, as well as European knowhow exchange programs • Provision of internships to students • Support of postgraduate studies • Support for conferences, student events, colloquiums, competitions, and other activities

Stakeholder Groups	Engagement Method	Frequency of Communication	Engagement Topics	Our Responses
<p>Local community</p>	<ul style="list-style-type: none"> Ongoing communication with local authorities and associations Participation in activities of local authorities and association Participation of Company representatives in events and forums to exchange views DELTA Information Centre-KED 	<ul style="list-style-type: none"> Daily 	<ul style="list-style-type: none"> Contribution to maintaining employment in areas with structural livestock farming issues Employment growth Direct communication with local government representatives Sponsorships/ product donations to support social structures and events Participation in joint initiatives 	<ul style="list-style-type: none"> Job creation, provision of support to vulnerable social groups Preference of local suppliers wherever possible Ongoing consultation with local community and product donations KED educational programs , including visits to kindergartens, plant tours, and interactive games on nutrition
<p>Non-Governmental Organizations (NGOs) & Non-Profit Organizations</p>	<ul style="list-style-type: none"> Electronic and telephone communication 	<ul style="list-style-type: none"> Daily 	<ul style="list-style-type: none"> Provision of free food Support to actions and sponsorships Direct contact and collaboration on an ongoing basis 	<ul style="list-style-type: none"> Food donations, voluntary actions Strengthening food offerings Contribution to EKAV (National Centre of Direct Assistance) Continuous expansion of our partner framework
<p>Media</p>	<ul style="list-style-type: none"> Company website, www.delta.gr Printed and digital publications Press lunches/ conferences One-on-one meetings Sustainable Development Report 	<ul style="list-style-type: none"> Weekly 	<ul style="list-style-type: none"> New products presentation Food industry developments Promotion of the Group's initiatives 	<ul style="list-style-type: none"> Corporate website, press releases and articles/ listings
<p>Banks/ Rating agencies/ Investors</p>	<ul style="list-style-type: none"> Meetings with Group representatives Correspondence 	<ul style="list-style-type: none"> Systematic 	<ul style="list-style-type: none"> Sustainability Liquidity Strategic planning Interest in ESG actions and ESG performance 	<ul style="list-style-type: none"> Disclosure of annual consolidated and company financial statements



Double Materiality Analysis

Double materiality methodology

The Double Materiality process is a methodological approach that was first applied in 2022, enabling us to identify, understand, assess and analyze in greater depth the environmental and social impacts, as well as impacts related to business conduct, associated with our activities. This methodology allows for the identification of material impacts and for the consideration of interdependencies between these impacts and financial factors.

The double materiality analysis was conducted again in 2024 and is fully aligned with the 2021 Global Reporting Initiative (GRI) Standards and the European Sustainability Reporting Standards (ESRS).

1. Comprehension

- ▶ Comprehension of DELTA's business model, goals, and priorities, as well as a reassessment of the material issues determined in the 2022 materiality analysis.
- ▶ Identifying key business activities, relationships and stakeholders, including both upstream and downstream activities, as well as the Company's own operations.
- ▶ Review of industry/ international guidelines and standards, as well as peer review.
- ▶ Value chain mapping.

2. Identification

Impact Materiality

- ▶ Preparation of plan for stakeholder engagement in the risk and opportunities impact identification process.
- ▶ Identification and validation of negative and positive, existing and potential impacts of the Company on the environment, society, and economy, through business activity comprehension, and the review of industry/ international standards and similar organizations, through value chain mapping and after consultation with the company's competent departments.

Financial Materiality

- ▶ Recognition of financial implications associated with DELTA material issues, following consultation with internal experts.
- ▶ Identification of risks and opportunities that have or may have a significant financial impact on DELTA, such as its growth, financial position, performance, cash flow, access to financing or the company's capital cost, on a short-term, mid-term or long-term horizon.

3. Evaluation

Impact Materiality

- ▶ Conducting workshops with relevant stakeholders to rate the identified negative and positive, actual and potential impacts.

Financial Materiality

- ▶ Conducting workshops with the Financial Services Division, to rate identified risks and opportunities, that are impacting or may impact the Company.
- ▶ Evaluating the magnitude of risks and opportunities that arise from the interactions of all exogenous factors and are connected with the Company's financial performance.

4. Prioritization

- ▶ Prioritizing material issues according to the assessment and rating of validated impacts, risks, and opportunities (IROs).
- ▶ Establishing a threshold for the formation of a list including the most material issues.
- ▶ Integration of material issues into the DELTA 2024 ESG Report.

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Impact and risk criteria assessment

Both impacts, as well as opportunities and risks, are assessed based on specific parameters.

Impact rating results from the following two key parameters:

- **Severity**, based on:
 - Scale: the magnitude of the positive and negative impact.
 - Scope: the number of the people or the extent of the environmental impact affected.
 - Irremediable character: the possibility for restoring the loss or situation.
- **Likelihood**: assessment of the likelihood of the impact occurring.

Whereas, risks and opportunities are assessed based on:

- **Magnitude**: the size of the impact on financial statements.
- **Likelihood**: the probability of occurrence of risks and opportunities.

Rating of impacts, risks and opportunities

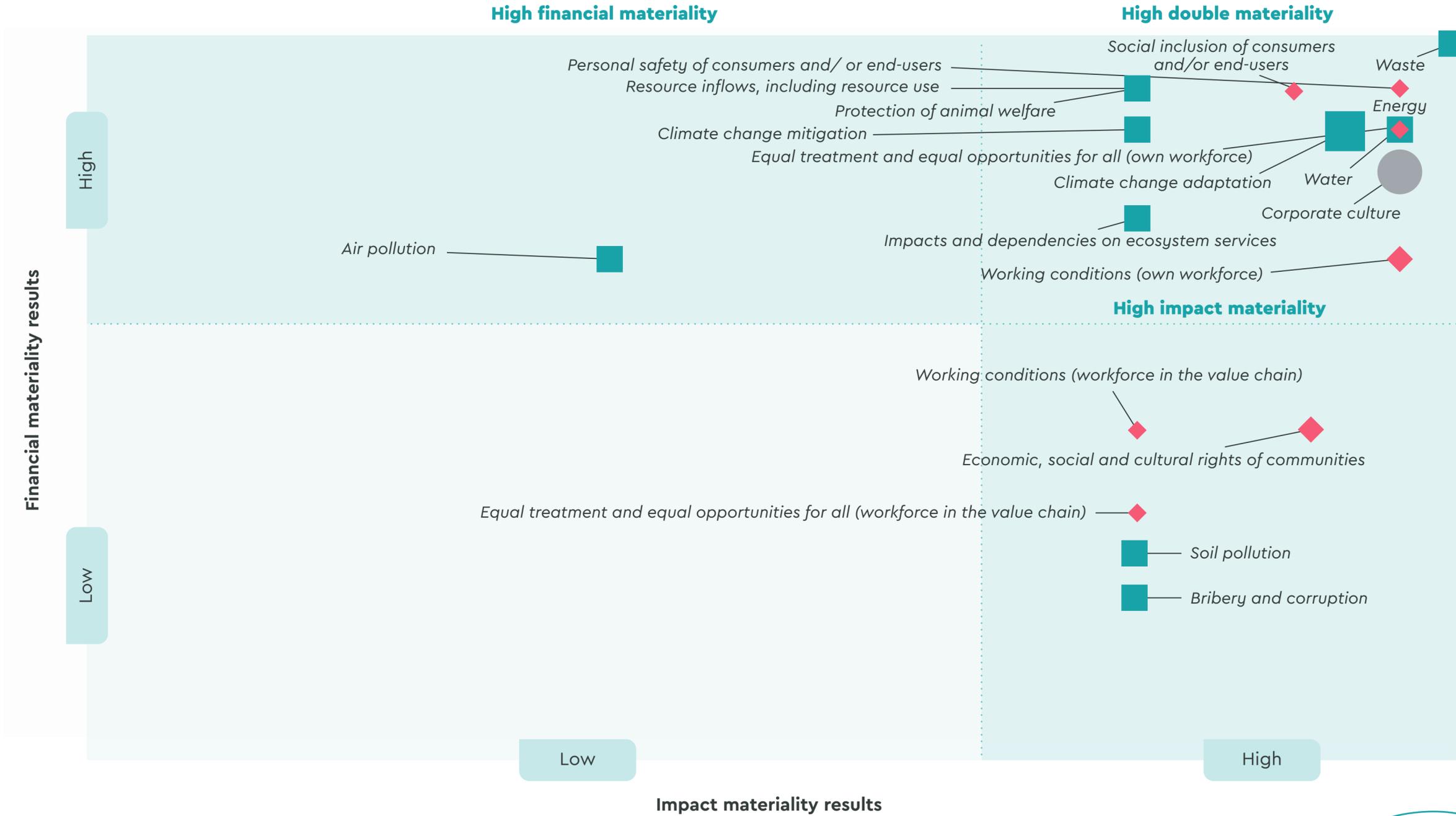
A sustainability topic is considered financially material if it causes, or could reasonably be expected to cause, significant financial effects on the Company. This occurs when a sustainability topic gives rise to risks or opportunities that significantly affect, or could reasonably be expected to significantly affect, the Company's development, financial position, financial performance, cash flows, access to finance or cost of capital.

Opportunities and risks are assessed based on their magnitude and likelihood.

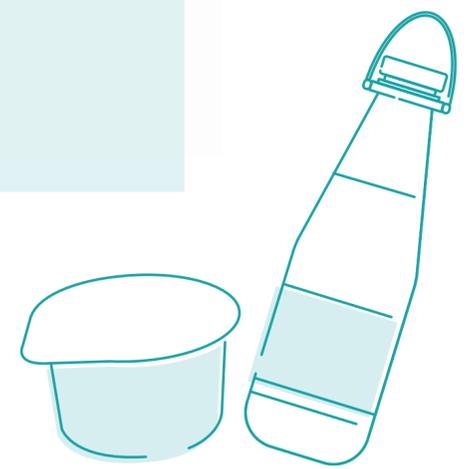
Results of Double Materiality

The double materiality methodology described above was followed to determine material topics for the 2024 reporting period. In addition, it is noted that the above process is compatible with the new European regulatory framework introduced by the Corporate Sustainability Reporting Directive (CSRD), as well as with the guidelines of the European Financial Reporting Advisory Group (EFRAG) and the Global Reporting Initiative (GRI 3: Material Topics 2021).

With regard to upcoming regulations related to sustainability reporting disclosures, the Company adopts a proactive approach in order to ensure sufficient time to adapt to any potential changes that may arise. This approach ensures an effective response to regulatory developments and the optimal management of potential risks and opportunities.



◆ Society ■ Environment ● Governance



Classification of Material Topics

- MESSAGE FROM THE BOARD OF DIRECTORS
- ESG PERFORMANCE SUMMARY AND PRIORITIES
- DELTA
- OUR ESG STRATEGY
- **DOUBLE MATERIALITY ANALYSIS**
- DRIVING SUSTAINABLE GROWTH
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ESG Pillars	Ranking of Sustainability Topics Based on Impact Materiality	
	Material Topics	
	Sustainability Topic	Sustainability Sub-topic
Environment	E1 - Climate Change	Climate change adaptation Climate change mitigation
	E3 - Water and Marine Resources	Energy Water
	E5 - Resource Use and Circular Economy	Resource outflows related to products and services Waste
Society	S1 - Own workforce	Working conditions Equal treatment and equal opportunities for all
	S4 - Consumers and End-users	Personal safety of consumers and/ or end-users Social inclusion of consumers and/ or end-users
	G1 - Business Conduct	Corporate culture Protection of animal welfare
Other topics		
	Sustainability Topic	Sustainability Sub-topic
Environment	E2 - Pollution	Air pollution Water pollution Soil pollution
	E4 - Biodiversity and Ecosystems	Direct drivers of biodiversity loss
Society	S2 - Workers in the Value Chain	Working conditions Equal treatment and equal opportunities for all
	S3 - Affected Communities	Economic, social and cultural rights of communities
Governance	G1 - Business Conduct	Corruption and Bribery

ESG Pillars	Ranking of Sustainability Topics Based on Financial Materiality	
	Material Topics	
	Sustainability Topic	Sustainability Sub-topic
Environment	E1 - Climate Change	Climate change adaptation Climate change mitigation
	E4 - Biodiversity and Ecosystems	Energy Impacts and dependencies on ecosystem services
Society	S1 - Own workforce	Working conditions Equal treatment and equal opportunities for all
Governance	G1 - Business Conduct	Corporate culture
Other topics		
	Sustainability Topic	Sustainability Sub-topic
Environment	E2 - Pollution	Pollution of air
	E3 - Water and Marine Resources	Water
	E5 - Resource Use and Circular Economy	Resource inflows, include resource use
Society	S2 - Workers in the Value Chain	Working conditions
	S3 - Affected Communities	Economic, social and cultural rights of communities
Governance	S4 - Consumers and End-users	Personal safety of consumers and/ or end-users Social inclusion of consumers and/ or end-users
	G1 - Business Conduct	Corruption and Bribery

ESG Pillars

Ranking of Sustainability Topics Based on Double Materiality

Material Topics		
	Sustainability Topic	Sustainability Sub-topic
Environment	E1 - Climate Change	Climate change adaptation Climate change mitigation
	E3 - Water and Marine Resources	Energy Water
	E4 - Biodiversity and Ecosystems	Impacts and dependencies on ecosystem services
	E5 - Resource Use and Circular Economy	Resource inflows, include resource use Waste
	Society	S1 - Own workforce
S4 - Consumers and End-users		Personal safety of consumers and/ or end-users Social inclusion of consumers
Governance		G1 - Business Conduct
	Other topics	
	Sustainability Topic	Sustainability Sub-topic
Environment	E2 - Pollution	Air pollution Water pollution Soil pollution
Society	S2 - Workers in the Value Chain	Working conditions Equal treatment and equal opportunities for all
	S3 - Affected Communities	Economic, social and cultural rights of communities
Governance	G1 - Business Conduct	Corruption and Bribery

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Driving Sustainable Growth



Product Quality and Safety



Our quality assurance procedures

Our company consistently complies with both European and national regulations, upholding business ethics while systematically adhering to quality standards and recommended best practices set by competent authorities and organizations. Modern food management follows a scientific and holistic approach, built on risk analysis and proactive planning. It helps prevent food-related crises, while contributing to the significant reduction of food waste.

The quality of our products lies in our most important ingredient: milk. We owe the superior quality of our milk to our subsidiary, EUROFEED, which applies strict standards and selects raw materials of outstanding quality. The feed blends produced are based on cereals (maize, wheat and barley) and protein-rich meals derived from oilseeds (soybean, rapeseed and sunflower), ensuring an optimal balance of energy and protein for animal health and yield.

Our core principles:

- Maintaining an optimal energy and protein balance to support high milk yield.
- Adding vitamins and trace elements with consistent composition and guaranteed quality.
- Using organic forms of trace elements for improved bioavailability and absorption.

Through this approach, we support animal welfare and ensure the production of high-quality milk – the cornerstone of our products.

For all of us at DELTA, Quality by Design (QbD) is a core requirement in every new product we design. Our goal is to always implement the most robust and sophisticated systems for integrated quality and food safety management, while consistently striving to meet customer expectations, earning their trust through our innovative products that meet the highest nutritional and quality standards.

Aiming to deliver safe and high-quality products that respect consumer requirements and the need to reduce food waste, DELTA has meticulously designed, specified and documented every stage of the production process, which is carried out under strictly controlled conditions.

For us, each product is unique and is subject to a customized and integrated analytical framework, comprising more than 1,000 daily checks that fully ensure & guarantee its safety.

Since 2001, there have been no product recall.

In 2024, DELTA recorded zero incidents of non-compliance with regulations that could result in fines, penalties, or warnings, and zero incidents of non-compliance with voluntary codes related to health and product safety.

By actively honoring our commitment to consumers for high-quality products, we continue to lead the way with our state-of-the-art Molecular Biology Laboratory. Its purpose is to deepen the understanding of microbiological risks across production facilities, to position the Company within the rapidly evolving field of food-applied molecular microbiology, and to foster collaboration with the scientific community, serving as a driver for the adoption of innovative technologies in industrial processes.

In 2024, DELTA renewed its "Rainforest Alliance" certification for Milko, confirming that the cocoa it sources is produced with respect for the environment, biodiversity, people, and local communities.



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Our company ensures the health, safety and high quality of our products by:

✓ Regularly monitoring product temperatures in real time, up to their delivery at their points of sale.

✓ Implementing employee training programs on issues of food quality and safety.

✓ Scheduled and/or unannounced physical and system audits by external accredited bodies for the Company's Quality and Food Safety Management Systems.

✓ Physical and system audits carried out on our suppliers of raw materials and packaging materials (second-party audits).

✓ Continuous and thorough monitoring of changes and updates to relevant national and European legislation.

✓ Ongoing engagement with the competent official inspection authorities and services.

✓ Establishing partnerships with reliable suppliers of raw materials, packaging materials and services, capable of meeting the Company's strict quality specifications.

✓ Evaluating our suppliers with regard to quality, hygiene and safety standards.

✓ Operating fully equipped, state-of-the-art analysis laboratories.

✓ Daily monitoring the production process to enable the rapid identification of any issues and their potential root causes, creating databases that are continuously enriched and lead to targeted corrective actions. This approach is always guided by our investment in quality, safety, and innovation in our products.

✓ Conducting specialized analyses through partnerships with external accredited laboratories.

✓ Implementing strict control and monitoring plans covering primary and auxiliary raw materials, packaging materials, and extending through to the finished products.

✓ Conducting internal traceability checks.

✓ Identifying, assessing, preventing, and managing risks related to animal feed production (applies to the EUROFEED subsidiary).

Every stage of this process is linked to a comprehensive analysis system, which comprises over 1,000 daily checks. These checks are based on both European and national legislation, as well as the high quality standards we set. This system fully guarantees the safety of the products we bring to market.

Fostering a Food Safety Culture

Recently, the concept of a Food Safety Culture was introduced as a requirement in both certification standards for Quality and Food Safety Management Systems and in the relevant European and national legislation (EU 2021/382). This development underpins the importance of establishing a strong food safety culture within DELTA.

To enhance this food safety culture, the following actions were taken in 2024:

- ✓ Conducting a workshop with subject "Food Safety Performance: Key Factor for Business Continuity", addressed to members of management, of all levels.
- ✓ Implementation of regular weekly meetings were established between the Quality Management, Production, Quality Control and Technical Support departments, in each facility, focusing on the analysis and prevention of food safety-related issues, and on process improvement, thereby facilitating decision-making.
- ✓ Development of an internal questionnaire to assess the maturity of the Company's food safety culture and to plan the subsequent steps.
- ✓ The overall outcome was positive, and the feedback was used to define and plan targeted actions to be implemented in 2025.
- ✓ Completion of the Quality Procedures Guide, providing essential information on key food safety topics and their connection to the Company's food safety culture.
- ✓ Launch of the new "Food Safety Bites" initiative, featuring short tips and fun facts communicated to employees through various channels, with the aim of incorporating food safety into their everyday practices.

In 2024, a total of 639 hours of internal training were delivered on topics related to Food Safety Culture.

Responsible Policy for Organic Animal Feed Production

- Over the past six years, EUROFEED has been supplying DELTA's organic milk producers and other livestock farmers with specially formulated certified organic feed. These feeds are certified by the organic product certification body DIO.

Product Labelling and Marketing

- Proper and clear product labelling is essential for transparent communication with consumers. For this reason, all product labels are designed to be clear and easily legible, to gain consumer trust.

All major product categories are fully covered and evaluated for compliance with the required procedures.

For over four (4) decades, we have been investing in R&D activities for product and packaging development, with specialized personnel and well-equipped facilities. This ensures the highest quality and nutritional value of our products, in direct collaboration with our production facilities.

The quality of our products is based on the principles of product design, development and improvement:



Final Product Specifications

In accordance with the requirements of national and European legislation, we are required to provide clear instructions for the safe usage of our products. All of our products display either an expiration date or a "best before" date, thereby distinguishing perishable from non-perishable products. Product labels also include detailed storage conditions and recommended consumption instructions for after opening.

Additionally, any expected organoleptic changes during a product's shelf life—which do not pose a safety risk to consumers, such as juice separating—is noted. To further protect consumer health, any allergenic substances are highlighted in bold type in the ingredients list, while in cases of possible cross-contamination, this information is clearly and visibly stated, together with warnings regarding the possible presence of other allergens.

For domestically produced dairy products, the origin of the milk is declared in accordance with applicable legislation. For imported dairy products, both the identification mark of the production facility and the country of production or origin within the European Union are indicated. Non-dairy products indicate the origin of ingredients in cases of claims of origin, such as 'Frouta tou Topou Mas' (Fruits of our Land) juices or Almond plant products that indicate the origin of the almonds.



DELTA includes special references on the labels of specific products.

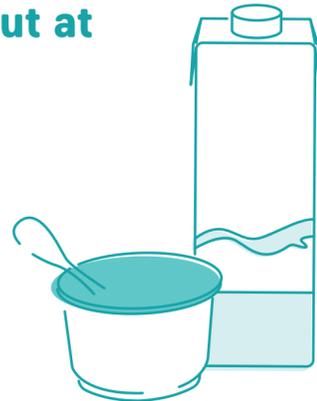
- Dairy products containing cocoa that are Rainforest Alliance (RFA) certified.
- Greek label on milk containing Greek-origin milk.
- Almond origin specified on plant-based beverages with a special mention of Greek almonds.
- Vegan, Vegetarian και Plant – Based labels on plant-based and other final products that meet the relevant requirements.
- Lactose-free labelling on dairy products that do not contain lactose, and no added sugars labelling on products without additional sugars.
- Labels indicating low fat or low-calorie content and added vitamins and minerals in select products.
- Labels on the suitability of products designed for a specific age group, such as the ADVANCE family yogurt and milk-based dessert products (suitable from the 6th month).
- Labels for organic products (compliance with relevant national and European laws, as established by the certification body's inspections) that meet the relevant requirements.
- Labelling for composition, nutritional information, health claims, and the identification mark of the production facility on dairy products.
- Weight or volume labelling, depending on the product.

Measures Against Economically Motivated Adulteration

Economically motivated adulteration, particularly in the food sector, poses significant risks to public health and consumer trust. To combat this, our company has developed and adopted specific requirements within our food safety management systems, aimed at detecting and mitigating incidents of food fraud.

The prevention of food fraud follows a comprehensive approach, beginning with the integration of specific requirements into our food safety management systems. These requirements are designed to address the complexities and challenges associated with food fraud. By establishing clear standards and protocols, our food safety management systems aim to create a robust framework that prevents fraudulent activities and ensures the integrity of our food products.

In 2024, a vulnerability assessment study on economically motivated adulteration was carried out at our 3 production units.



Measures Against Intentional Food Contamination

Preventing intentional food contamination is crucial for ensuring food safety and maintaining consumer trust. Our approach includes developing a series of measures and procedures focused on training, evaluation, and the implementation of preventive and corrective actions.

The key points of this process are as follows:

Training of Food Defense Team Members within the Facilities:

- The training of Food Defense Team Members at every production facility is the first and critical step in preventing intentional food contamination. The purpose of this training is to inform and educate employees, enable the identification of potential threats, and strengthen awareness of related risks, while also ensuring a clear understanding of the measures and methods required to protect food from deliberate harmful acts.

Comprehensive Development of Vulnerability Assessment Study for Operational Processes in Each Facility:

1. Identification and analysis of potential points that could be targets for intentional contamination.
2. Development and implementation of strategies to enhance security and reduce risks.
3. Documentation of procedures and ensuring compliance with the Food Defense standards.

Evaluation is Continuous and Conducted Annually:

- The process includes the conduct of inspections as well as security drills and vulnerability assessments, with the aim of verifying the effectiveness of the measures in place. At the same time, it allows for the adjustment of these measures to new conditions or potential threats, thereby strengthening the overall preparedness of the system.

By adopting these procedures, we guarantee the safety of our food from intentional contamination, while also protecting consumer health and maintaining their trust in the quality of our products.

In 2024, a study was conducted on the prevention of intentional food contamination across our three (3) production units.

Nutritional Value of Foods



We are committed to developing innovative products with high nutritional value and to enhancing the profile of our existing products, always with a deep understanding of consumer needs. The Research and Development (R&D) Department ensures from the product design phase and throughout its development or reformulation that its nutritional composition aligns with the dietary needs of specific target groups.

The Research and Development (R&D) Department manages the following key principles during the design, development, or reformulation of products:



Since 2023, and in collaboration with the academic community, we conducted research, designed, and completed the Nutrient Profile Model, which we introduced in 2024 and serves as our guiding framework for the design and development of our products, setting the scientific foundation for the reformulations aimed at improving our existing products.

This Model, which we have incorporated into the company's Nutritional Policy, considers the dietary needs of Greek consumers, the characteristics of different food categories, various age groups, portion sizes, and consumption frequency.

Our goal is for products to be designed from the outset with a high nutritional value, guaranteeing their nutritional adequacy through the Nutritious by Design approach.

Furthermore, taking into account consumer awareness towards food additives and the growing preference for "clean label" products, we opt to use predominantly natural ingredients, both in the design and the reformulation of our products, depending on the desired organoleptic characteristics. As a result, the vast majority of our products do not contain preservatives, chemical colorings or artificial flavorings.



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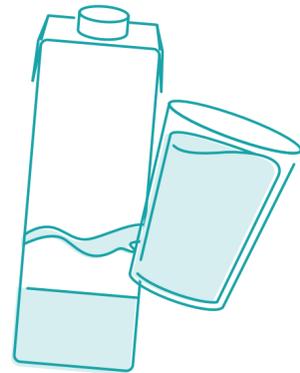
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The company's production facilities apply Food Quality and Safety Management Systems that are fully aligned with current international standards, in accordance with their latest versions.



Ensuring Health Through Nutrition for All Age Groups

We Support Parents

by helping them provide infants and young children with the best possible nutrition, ensuring a healthy start in life during the first five (5) years of their development.

We Offer Nutritious Foods and Beverages

produced with specially selected ingredients, tailored to every life stage, meeting the nutritional needs of each age group accordingly.

- Our Infant & Child Nutrition System includes high nutritional value products, specially formulated to cover part of the daily dietary needs of infants, toddlers, and preschool- and school-age children.
- Vitaline yogurt products for adults are fortified with vitamins that support metabolic functions – they feature a unique composition, free from added sugars, with low energy content and low fat.
- Our plant-based product line includes options fortified with nutritional elements similar to dairy products, ensuring that special dietary groups do not face nutritional deficiencies.

At DELTA, we continuously analyze society and consumer needs, focusing on specific groups due to the diversity of their requirements. Given the fast-paced nature of modern life and the need for multitasking, we provide accessible and nutritious solutions that support daily lifestyle demands.

DELTA identified this need early on, adding products to our portfolio such as the Functional Life Energy Boost juices, Smart bars, and Vitaline high-protein Mousses. These products offer a solution for consumers who wish to eat healthily but their taste buds may not be fully satisfied with traditional products. Featuring convenient packaging and delicious recipes, they make it easier to adopt and maintain a balanced diet. Our subsidiary, EUROFEED, is committed to efficient production and the well-being of animals, investing in research and development for innovative dairy feed mixtures and new products.

Additionally, we collaborate with dairy producers, identifying the nutritional needs essential for animal health, and developing new feed formulations that enhance animal nutrition and growth.



Reformulation of the Advance Infant Product Line



Establishing healthy eating habits from an early age, particularly during the weaning stage, is crucial for building a strong immune system and supporting healthy bone development.

In Greece, childhood obesity presents a significant challenge, calling for collective action and a shared responsibility to safeguard the health of future generations. The government has encouraged the food industry to develop healthier dairy products, limiting added sugars, saturated fats, and salt across all food categories, with a particular focus on infants and young children – the future of our society. We are at the forefront of this initiative, reviewing our entire product range every year to enhance its nutritional value while preserving our outstanding flavor that remains a key factor in consumer preference.

In 2024, we advanced the production of innovative products in the following categories:

Yogurt and yogurt desserts

- DELTA Advance
- DELTA Smart
- DELTA Tou Topou Mas Strained Yogurt
- Vitaline Go Protein
- Vitaline Mousses

Milk and Milk Drinks

- Goat's milk Tou Topou Mas
- DELTA Advance Bio

Other categories

- DELTA Smart cereal bars
- MILKO ice cream



Juices and Teas

- Life Joy

Plant-based Drinks

- Super Mixes Fiber Plus
- Super Mixes Protein Plus
- Oat 0% sugar

✓ In 2024, the Advance infant yogurts were reformulated, removing added fructose, so that the entire range can carry the claim of being the only infant range containing exclusively natural sugars derived from milk, fruit and cereals.

✓ The new DELTA Smart Paw Patrol children's yogurt range was launched, containing only natural sugars from milk and fruit, with no added sugars and no chocolate cereals, offering a lower sugar and calorie option.

✓ New plant-based beverage recipes are being designed and developed, fortified with calcium and vitamins, high in fiber or protein, with no added sugars, containing only the naturally occurring sugars of oats and/or fruits included in their formulation.

✓ The Vitaline Puddings range was expanded with Vitaline Mousses, featuring no added sugars, low fat, lactose-free products with high protein content.

✓ In addition, three children's snack bar products are under development, made with natural ingredients, without added refined sugar, and featuring ingredients familiar to the Greek family for their nutritional value, such as honey, tahini and strawberries.





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Creating a Positive Impact

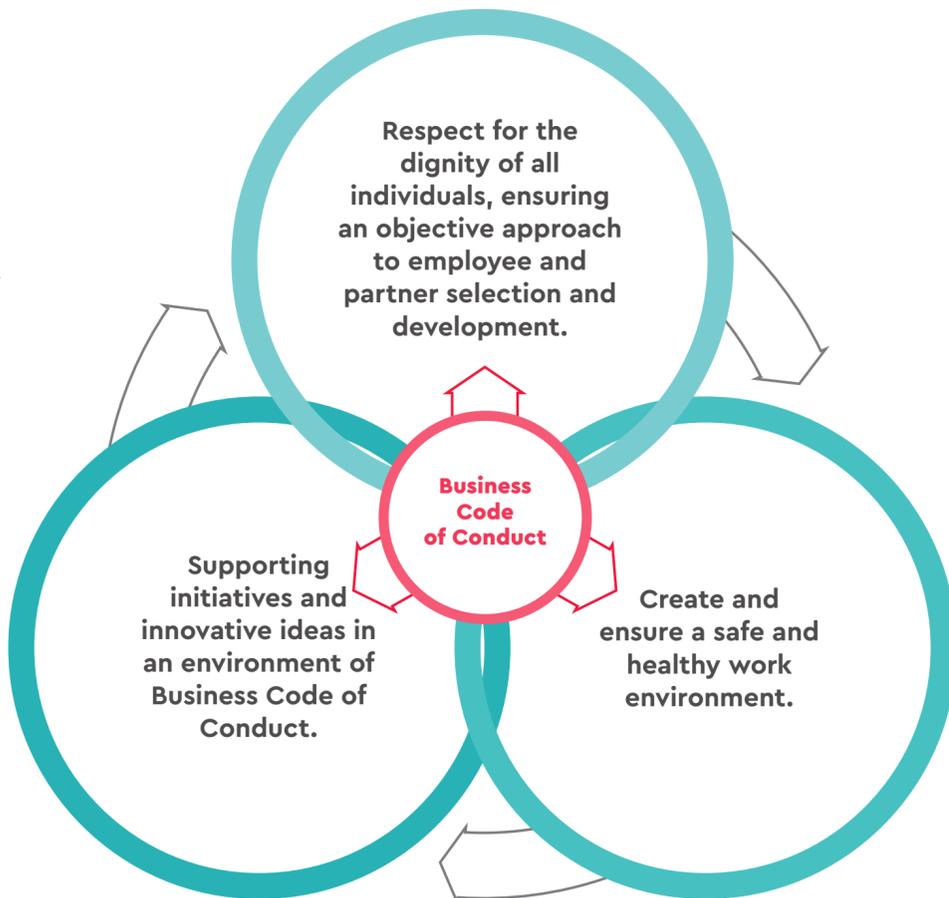


Diversity, Equity and Inclusion



At DELTA, our people are at the heart of our company's sustainable growth. We recognize and promote the uniqueness of each team member, guided by three (3) core principles and values outlined in our Business Code of Conduct. These principles highlight the central role of our people in DELTA's journey.

The three (3) fundamental principles and values of our **Business Code of Conduct** emphasize the significance of our people:



Our goal is to continuously support and develop our people, creating an environment where they can grow both professionally and personally. We place particular emphasis on upholding and strengthening the values that guide our operations: mutual respect, collaboration, and teamwork.

Additionally, as part of our ongoing commitment to fostering a modern and inclusive work environment, in 2021 we signed the Diversity Charter of the European Commission as part of the Vivartia Group. This initiative reflects our dedication to promoting diversity and inclusion, while reinforcing our equal opportunities policy for all.

It is worth noting that for yet another consecutive year, our company has maintained an outstanding record, with zero incidents of non-compliance related to diversity, equity, and inclusion.

At the same time, we reaffirm our commitment to promoting and strengthening equality and workplace inclusion with the adoption of our dedicated policy in 2023. During the 2024 reporting year, we updated the Company's Human Rights Policy, thereby reaffirming our commitment to ensuring a fair and equitable working environment.

Our ESG strategy reflects our ongoing effort to cultivate a culture of equal opportunities for all employees, ensuring inclusivity without exceptions. Our goal is to foster a safe and supportive work environment where everyone can thrive professionally and maximize their potential. This policy is approved by the Management Team and is directly linked to the Corporate Code of Conduct. It applies to all DELTA employees across all facilities and subsidiaries.

In 2024, 64% of DELTA's workforce – totaling 597 employees – was based in Attica, while 332 employees were located in other regions of Greece, representing 36% of our total headcount. Out of 929 employees, 20 were hired under project-based contracts, and two (2) under service agreements. Moreover, all of DELTA and COLD SIN employees are under full-term employment contracts.

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91% of our employees are covered, at a minimum, by the National Collective Labor Agreement.

Employee breakdown (DELTA)

	2023	2024
MEN	754	761
WOMEN	166	168
TOTAL	920	929

Employee breakdown (EUROFEED)

	2023	2024
MEN	15	13
WOMEN	1	1
TOTAL	16	14

Employee breakdown (GATTEGNO)

	2023	2024
MEN	10	9
WOMEN	12	12
TOTAL	22	21

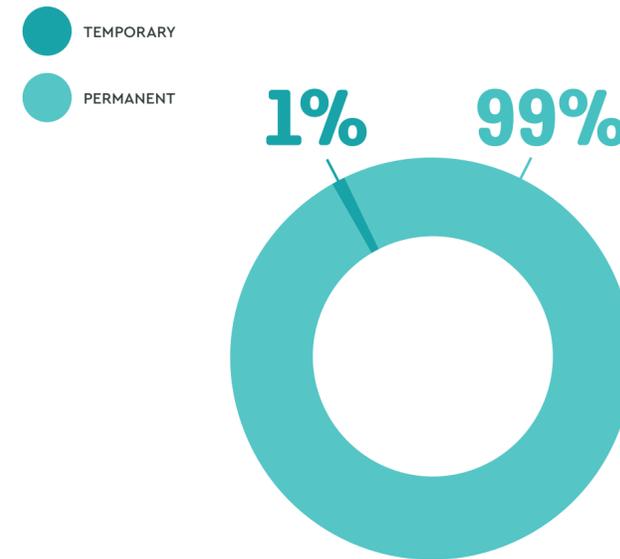
Employee breakdown (COLD SIN)

	2024
MEN	7
WOMEN	5
TOTAL	12

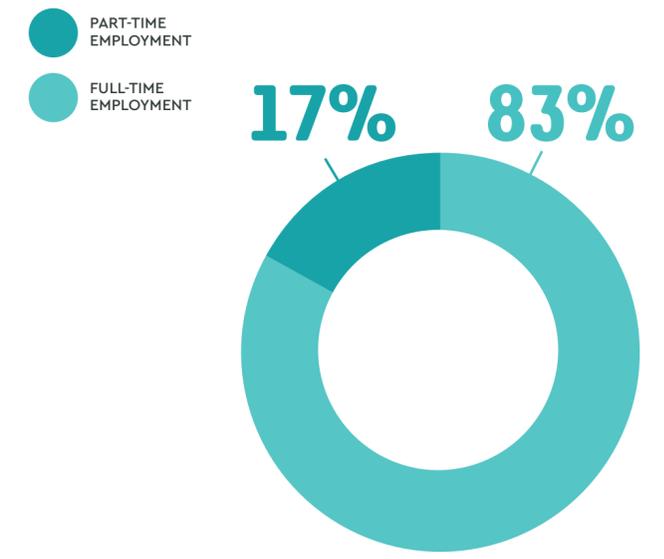
Employee breakdown (KOURELLAS)

	2024
MEN	33
WOMEN	14
TOTAL	47

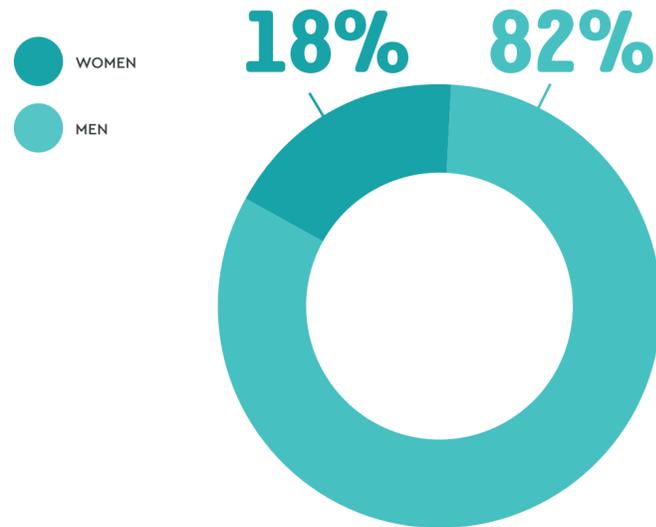
Workforce Distribution by Employment Contract (DELTA)



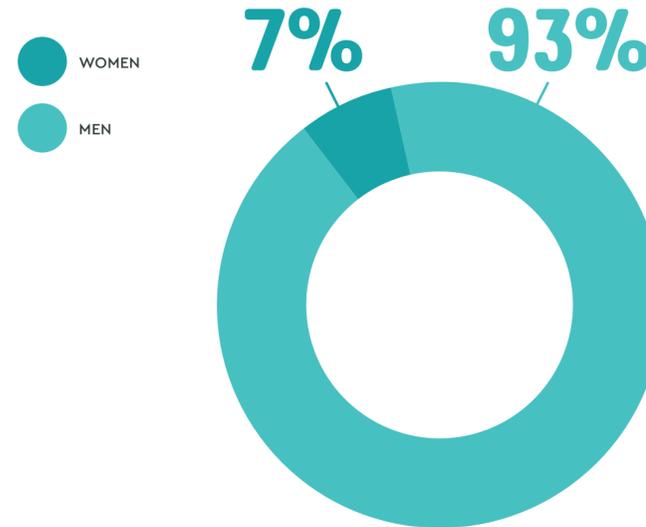
Workforce Distribution by Employment Type (GATTEGNO)



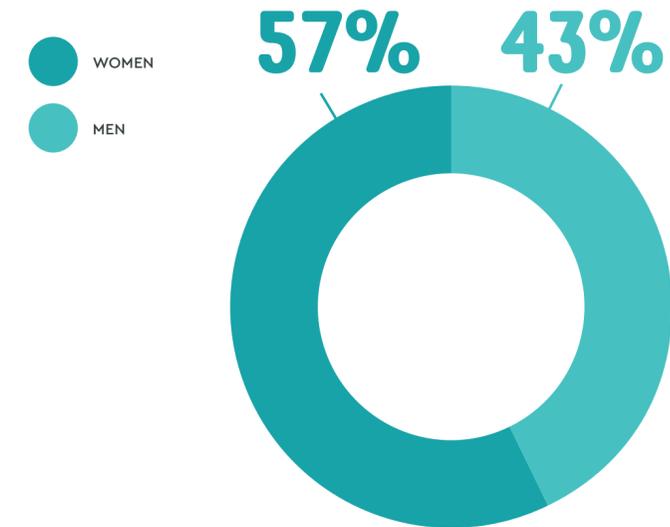
Workforce distribution by gender
(DELTA)



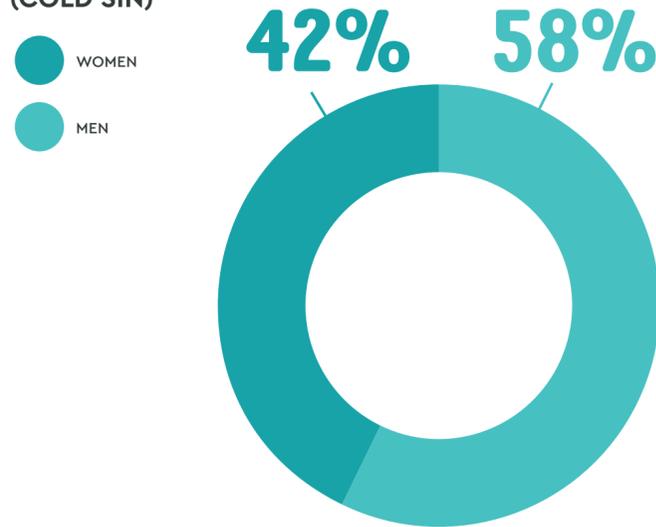
Workforce distribution by gender
(EUROFEED)



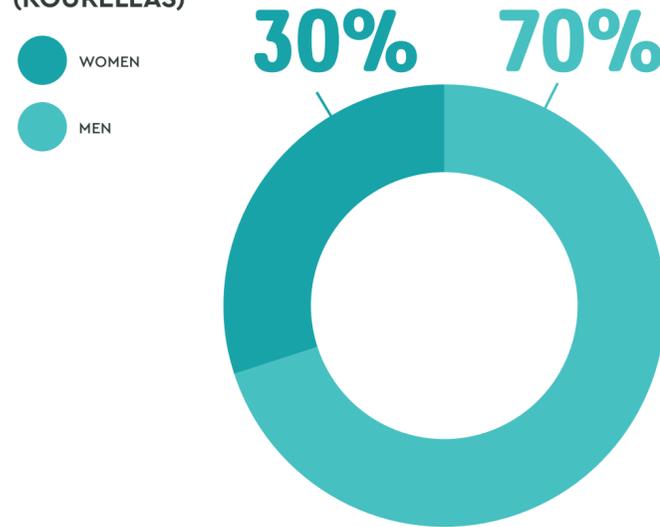
Workforce distribution by gender
(GATTEGNO)



Workforce distribution by gender
(COLD SIN)

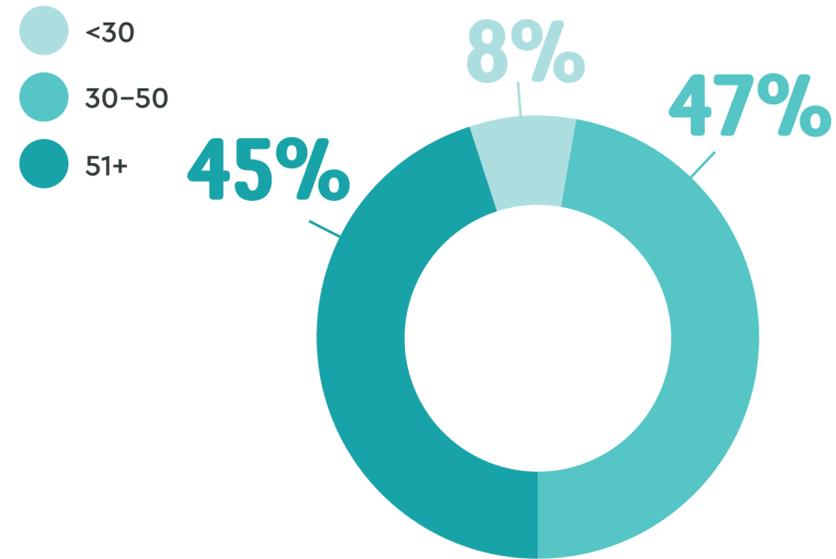


Workforce distribution by gender
(KOURELLAS)



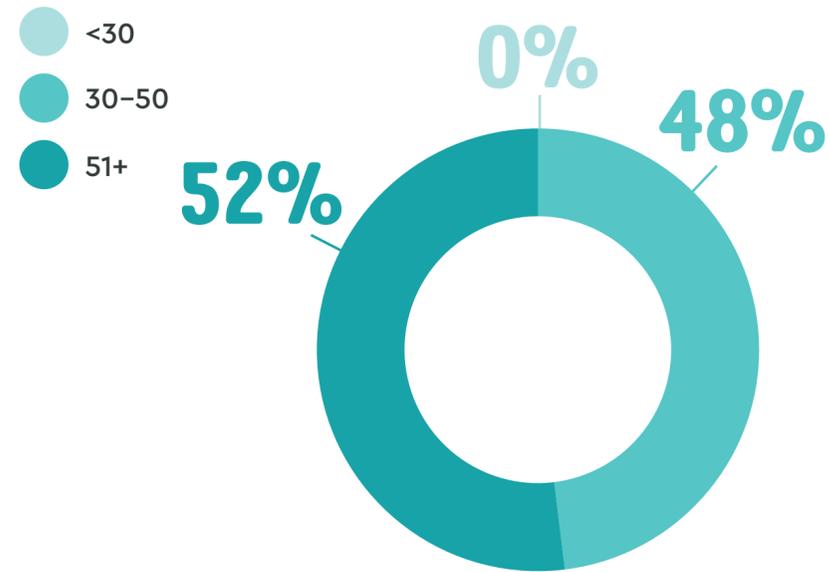
In 2024, at least **30%** of managerial positions were held by women.

Workforce distribution by age (DELTA)



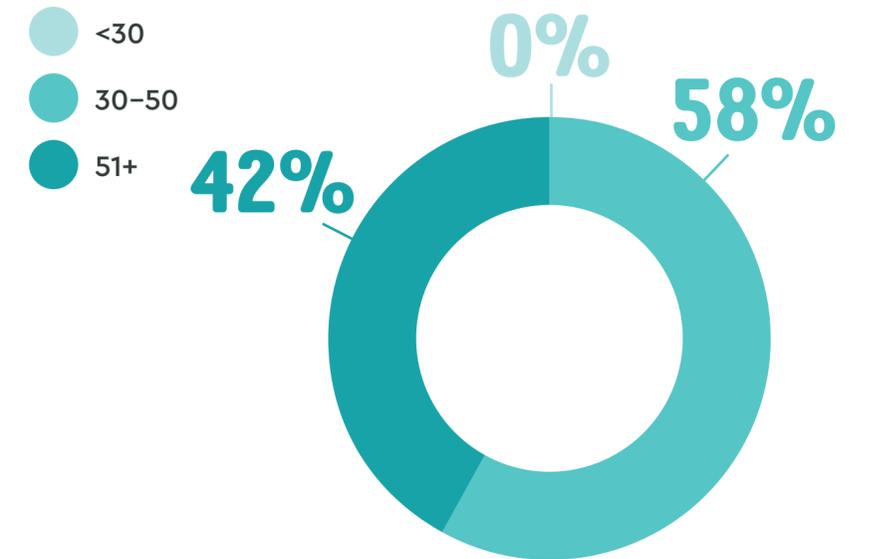
In 2024, we hired 123 people at DELTA, 37 of whom were women.

Workforce distribution by age (GATTEGNO)



No hires were made at the EUROFEED subsidiary, while 2 hires were made at GATTEGNO.

Workforce distribution by age (COLD SIN)



For more information regarding hires and departures by age group and region, please refer to Annex I.

8 new hires were made at COLD SIN, whereas 40% of total hires at KOURELLAS were women.

Workforce distribution by position/ Hierarchy and gender, including seasonal staff (DELTA)

	2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
C-SUITE	6	3	9	4	3	7
SENIOR AND MIDDLE MANAGEMENT	76	47	123	73	47	123
ADMINISTRATIVE PERSONNEL	95	53	148	98	57	155
WORKERS AND FOREMEN	577	63	640	586	61	647
TOTAL	754	166	920	761	168	929

Workforce distribution by position/ Hierarchy and gender (GATTEGNO)

	2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
C-SUITE	0	0	0	0	0	0
SENIOR AND MIDDLE MANAGEMENT	1	2	3	1	2	3
ADMINISTRATIVE PERSONNEL	3	9	12	2	9	11
WORKERS AND FOREMEN	6	1	7	6	1	7
TOTAL	10	12	22	9	12	21

In 2024, the employee turnover rate was 12% for DELTA.

In 2024, a total of 19 employees from DELTA (11 men and 8 women) exercised their right to parental leave. Of these, 100% of the men and 75% of the women returned to work after the end of their leave. Regarding the subsidiaries EUROFEED, COLD SIN and GATTEGNO, no employees exercised their right to parental leave, while 2 women took parental leave at KOURELLAS.

Workforce distribution by position/ Hierarchy and gender (EUROFEED)

	2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
C-SUITE	0	0	0	0	0	0
SENIOR AND MIDDLE MANAGEMENT	1	0	1	1	0	1
ADMINISTRATIVE PERSONNEL	1	1	2	1	1	2
WORKERS AND FOREMEN	13	0	13	11	0	11
TOTAL	15	1	16	13	1	14

Workforce distribution by position/ Hierarchy and gender (COLD SIN)

	2024		
	MEN	WOMEN	TOTAL
C-SUITE	0	0	0
SENIOR AND MIDDLE MANAGEMENT	3	1	4
ADMINISTRATIVE PERSONNEL	4	4	8
WORKERS AND FOREMEN	0	0	0
TOTAL	7	5	12

Workforce distribution by position/ Hierarchy and gender (KOURELLAS)

	2024		
	MEN	WOMEN	TOTAL
C-SUITE	0	0	0
SENIOR AND MIDDLE MANAGEMENT	1	1	2
ADMINISTRATIVE PERSONNEL	6	1	7
WORKERS AND FOREMEN	22	12	34
TOTAL	29	14	43

For more information on employee distribution by gender, age, region, type of employment, and parental leave, please refer to Annex I.

Human Resources Attraction

For our company, attracting, engaging, and retaining a diverse work force is a critical priority. Our goal is to invest in diverse skills and talents in order to promote innovation and create value within our organization

We have implemented a series of initiatives, including:

✓ **Creating equal career advancement opportunities:** We consistently post all job openings on internal platforms accessible to all employees.

✓ **Special programs for the professional growth of the youth:**

#Uinthefuture Graduate Program:

This program, unique to the Greek market, offers young professionals the opportunity to acquire experience in various sectors of our company. It is addressed to people aged 21-24 years old, graduates of Universities or Engineering departments, with limited professional experience. It lasts 24 months and includes four 6-month placements in different sectors and companies of the Vivartia Group, including one at a consulting firm.



We also offer opportunities via:

- ✓ Internships for young professionals.

- ✓ Collaboration with NGOs and Government Agencies to provide employment opportunities and integrate migrants into the workforce.

- ✓ Participation in career fairs, hosting academic institutions and schools for visits to our production facilities, and awarding one (1) scholarship in collaboration with the University of Western Macedonia.

Culture of Continuous Learning and Development

For yet another year, we emphasized the growth of every team member, through our performance evaluation process. It is an interactive process, which is fundamental to fostering a high-performance culture and continuous learning. This process applies to all employees, from workers to senior leadership, and consists of three main stages: i) Goal Setting ii) Semi-annual Performance Review iii) Annual Performance Evaluation, with regular check-ins throughout the year.

The performance evaluation process is based on the “Delta Way of Working”, reinforcing the connection between our values and daily working practices. The alignment with the strategy is achieved through the Annual Goal Setting meeting, where clear and measurable targets are set for each employee. Continuous feedback through quarterly check-ins, a mid-year review, and an Annual Performance Review help track progress. Conducting Performance Calibration Meetings by department at the end of the year to ensure that all employees are evaluated based on the same criteria, ensure a meritocratic, impartial, and fair assessment process.

In the context of the continuous support for our people, we systematically invest in growth and advancement opportunities, offering a broad range of initiatives that reinforce skills, leadership and the career of each employee. **Specifically at DELTA:**

- ✓ Our initiatives for skills development take a holistic approach, focusing on building employees' capabilities, enhancing leadership and management skills, promoting diversity and inclusion, ensuring compliance, and cultivating a culture of continuous learning.
- ✓ We offer opportunities for growth through new roles, promotions and the creation of new jobs.
- ✓ We implemented an extensive Leadership Program for team leaders, focusing on skills such as human resources management, communication, empowerment and change management.

- ✓ We provide training on the principles of Lean Manufacturing and Lean Management, strengthening a culture that promotes continuous improvement at our factories.
- ✓ We implemented an Executive Coaching program for senior executives as part of their personal development plan.
- ✓ We conduct awareness sessions on DELTA's Code of Conduct.
- ✓ We implement an integrated training strategy, following the 70:20:10 learning model including seminars, training programs, participating in conferences, mentoring, certifications and on the job experiences, as well as other activities.

At DELTA, career growth opportunities were provided through new roles, promotions, and new job positions.

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In 2024, a total of 4144 hours were dedicated to training programs at DELTA and 10.17 hours at EUROFEED, with seminars organized on various subjects. At COLD SIN and GATTEGNO, there were 14 and 15.26 hours respectively, and a total of 80 hours of training programs at KOURELLAS.

During 2024, we held 491 training seminars on the development of soft-skills, totaling 1,432 hours, enhancing the leadership skills and personal development of our employees.

Average Training Hours per Employee Category (DELTA) in 2024

C-SUITE	7.25
SENIOR AND MIDDLE MANAGEMENT	24.35
ADMINISTRATIVE PERSONNEL	4.27
WORKERS AND FOREMEN	0.79
TOTAL	4.46

Average Training Hours per Employee Category (COLD SIN) in 2024

C-SUITE	0
SENIOR AND MIDDLE MANAGEMENT	1
ADMINISTRATIVE PERSONNEL	1.13
WORKERS AND FOREMEN	0
TOTAL	1.08

Average Training Hours per Employee Category (EUROFEED) in 2024

C-SUITE	0
SENIOR AND MIDDLE MANAGEMENT	2.25
ADMINISTRATIVE PERSONNEL	3.46
WORKERS AND FOREMEN	0.09
TOTAL	0.73

Average Training Hours per Employee Category (KOURELLAS) in 2024

C-SUITE	0
SENIOR AND MIDDLE MANAGEMENT	80
ADMINISTRATIVE PERSONNEL	0
WORKERS AND FOREMEN	4.71
TOTAL	7.44

Average Training Hours per Employee Category (GATTEGNO) in 2024

C-SUITE	0
SENIOR AND MIDDLE MANAGEMENT	1
ADMINISTRATIVE PERSONNEL	1.11
WORKERS AND FOREMEN	0
TOTAL	0.73



Number of employees trained per employee category (DELTA)*

	2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
C-SUITE	2	2	4	4	3	7
SENIOR AND MIDDLE MANAGEMENT	68	31	99	75	53	128
ADMINISTRATIVE PERSONNEL	13	3	16	63	43	106
WORKERS AND FOREMEN	225	43	268	123	33	156
TOTAL	308	79	387	265	132	397

Number of employees trained per employee category (EUROFEED)

	2023			2024		
	MEN	WOMEN	TOTAL	MEN	WOMEN	TOTAL
C-SUITE	0	0	0	0	0	0
SENIOR AND MIDDLE MANAGEMENT	0	0	0	1	0	1
ADMINISTRATIVE PERSONNEL	0	0	0	1	1	2
WORKERS AND FOREMEN	8	0	8	1	0	1
TOTAL	8	0	8	3	1	4

*The number of employees trained in 2023 & 2024 per employee category at DELTA and its subsidiaries, exclude the trainings on Health and Safety topics.

Number of employees trained per employee category (GATTEGNO)

	2024		
	MEN	WOMEN	TOTAL
C-SUITE	0	0	0
SENIOR AND MIDDLE MANAGEMENT	1	2	3
ADMINISTRATIVE PERSONNEL	1	5	6
WORKERS AND FOREMEN	0	0	0
TOTAL	2	7	9

Number of employees trained per employee category (COLD SIN)

	2024		
	MEN	WOMEN	TOTAL
C-SUITE	0	0	0
SENIOR AND MIDDLE MANAGEMENT	3	1	4
ADMINISTRATIVE PERSONNEL	5	3	8
WORKERS AND FOREMEN	0	0	0
TOTAL	8	4	12

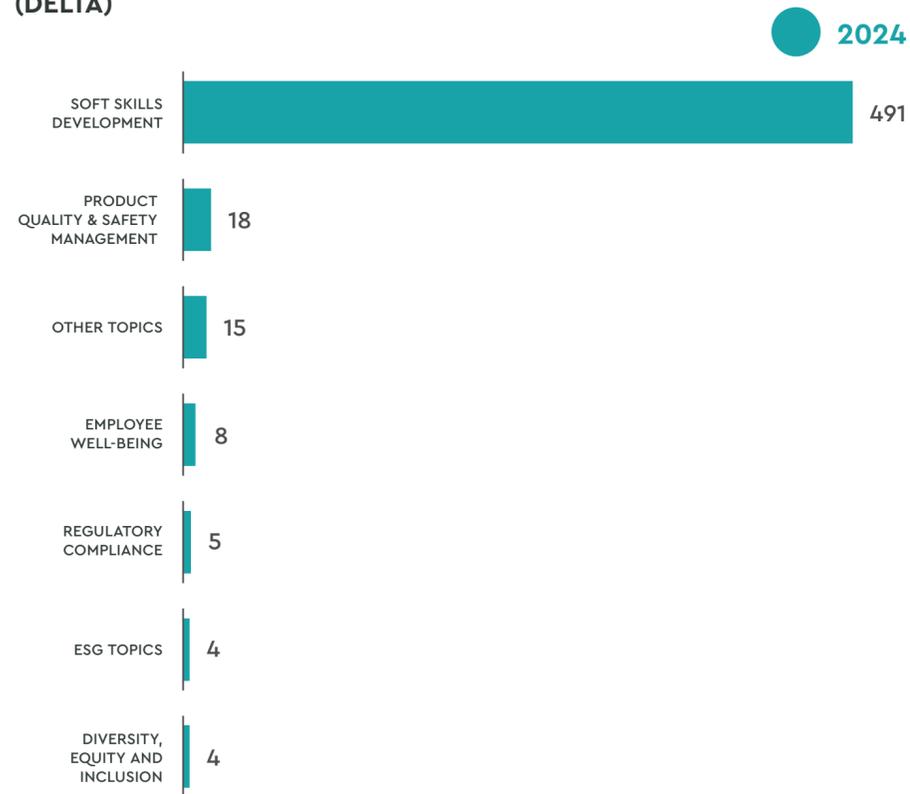
Number of employees trained per employee category (KOURELLAS)

	2024		
	MEN	WOMEN	TOTAL
C-SUITE	0	0	0
SENIOR AND MIDDLE MANAGEMENT	1	1	2
ADMINISTRATIVE PERSONNEL	6	1	7
WORKERS AND FOREMEN	22	12	34
TOTAL	29	14	43

In 2024, we held a total of 544 training programs for our employees at DELTA and 2 at COLD SIN.

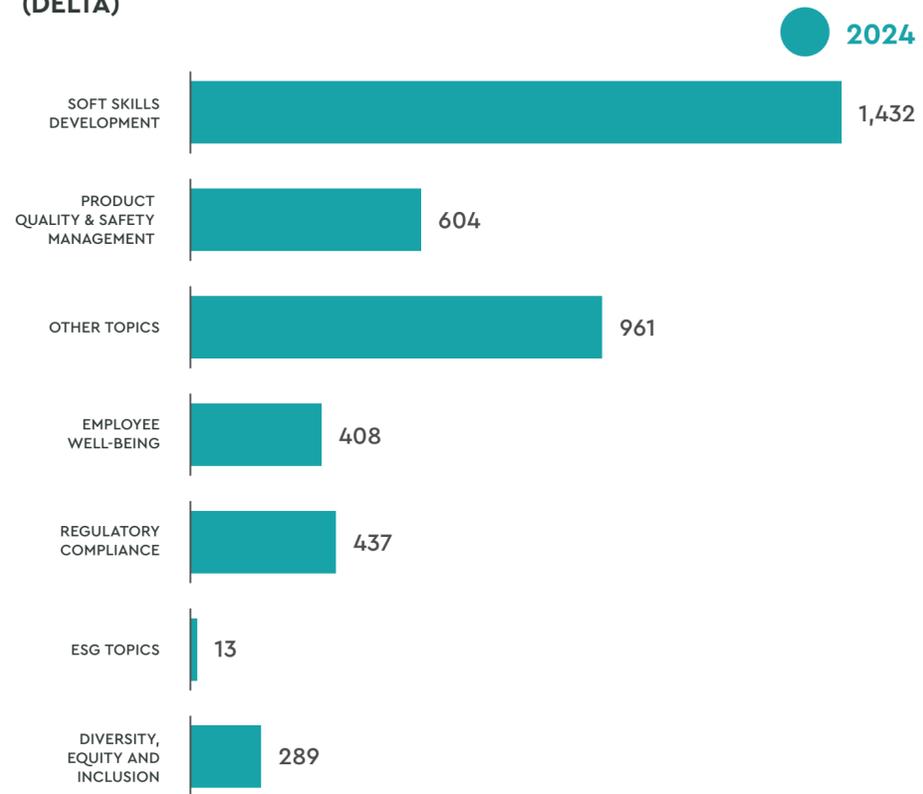
For the GATTEGNO and EUROFEED subsidiaries, the corresponding number was 5. And for the KOURELLAS subsidiary it was 47.

Number of training hours per subject (DELTA)



During 2024, a total of five (5) compliance training seminars were delivered, with a cumulative duration of 437 hours, attended by employees of DELTA and its subsidiaries.

Total training hours per subject (DELTA)



This initiative forms part of the Company's ongoing efforts to strengthen corporate responsibility and to foster a culture of compliance and ethical business conduct.

At DELTA, with a long-standing commitment to Health and Safety, we place people at the center of our activities. That is why we consistently ensure that we keep our personnel updated through targeted communications and training seminars, fostering a culture of prevention and safety across the organization.

In 2024, the subsidiaries EUROFEED, GATTEGNO and COLD SIN each held one (1) training seminar on business compliance matters, while at the same time investing in employee well-being through the delivery of a total of nine (9) related seminars.

In addition, KOURELLAS implemented a broader training program comprising a total of 47 seminars and 80 training hours, structured across four thematic areas. 10 seminars were delivered on the Policies, Quality and Food Safety subject area, with a total duration of 17 hours. The Industrial Practice and Procedures subject area was covered by 32 seminars, with a total duration of 51 hours. Finally, five (5) seminars were delivered on the subject area of Health and Safety, with a total duration of 10 hours.

Employee Experience

In our effort to enhance the overall employee experience, we focus on improving communication across the organization, supporting well-being, and fostering an inclusive and supportive work environment

Listening Strategy



- We conduct regular meetings with the HR team, management, and employees to address concerns and work-related issues, fostering open and two-way communication at all levels.
- We designed the framework for the annual Employee Survey and periodic assessments in collaboration with Great Place to Work organization

Employee Volunteering Program



- Our company has developed and launched a comprehensive Employee Volunteering Program, encouraging employees to contribute to the community. Our program in 2024 focused on three areas: the Environment, Human Rights and Children.

Wellbeing Program



- At DELTA we implemented a holistic 360° approach to enhancing our employees' quality of life in collaboration with specialized mental health and nutrition experts.

The program includes:

- A 24/7 Employee Support Program for both employees and their families on mental health matters
- Online seminars on mental health and well-being
- Nutritionist services to promote and maintain healthy behaviors and lifestyle choices

Compensation & Benefits



- Beyond our annual income support and employee recognition programs, we introduced DELTISTAS Shopping, offering exclusive discounts on our products to support our employees and help them navigate the challenges of the cost of living. Additionally, we provide a range of non-monetary benefits, including vouchers, flexible working hours, remote work options, fuel allowances, Christmas and Easter gifts and products, as well as gift cards for employees' children upon their admission to university.

Finally, all company employees, as well as parents or carers of children in the company, have the right to request flexible working conditions (such as remote working or flexible working hours).





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Employee benefits for DELTA and subsidiaries

- ✓ Life insurance
- ✓ Medical and pharmaceutical coverage
- ✓ Disability and incapacity insurance
- ✓ Hybrid working model – DELTA Flex
- ✓ Retirement planning
- ✓ Parental leave
- ✓ Pension plan (for specific hierarchical levels)
- ✓ Bonus/ commission scheme (for specific hierarchical levels and roles)
- ✓ Company car and fuel card (for specific hierarchical levels and roles)

- ✓ Credit card (for specific hierarchical levels)
- ✓ Work tools (mobile phone, laptop)
- ✓ Meal vouchers, wedding gift and birth allowance
- ✓ Preferential rates on products and services
- ✓ Vivartia Group Privilege Card
- ✓ Employee Support Program (24/7 psychological support for employees and their families)

- ✓ Wellbeing Program (online webinars on nutrition, dietary tips, nutritionist services, and initiatives supporting the development and maintenance of healthy behaviors and habits)
- ✓ Direct collaboration with private diagnostic labs, organizing testing at the workplace and enabling access of employees to diagnostic services at discounted rates, to promote prevention and overall employee health



Employee Health, Safety & Well-being



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At DELTA, we are committed to fostering a safe working environment, supported by clear procedures, rigorous controls, and comprehensive prevention strategies, which form an integral part of our Health & Safety Policy.

We implement a Health & Safety System that is fully aligned with legal requirements and guidelines. This system is designed to be flexible and dynamic, allowing for adaptation to constantly evolving needs. Compliance is ensured through regular audits and reviews of system procedures and policies.

Furthermore, the health and safety system we implement incorporates industry best practices, taking into account the latest guidelines and regulations. This includes regular training and awareness programs to ensure that all employees are informed and understand their responsibilities regarding workplace health and safety.

We remain committed to continuously improving working conditions at every site through ongoing training and daily health and safety assessments across all workspaces. The initiatives we develop are carefully designed each year, tailored to the specific requirements of each production facility, and based on a thorough analysis of health and safety data, while consistently adhering to legal standards.

COLD SIN offers its employees Safety Officer services, which include recommendations and advice for the prevention of labor accidents, workplace health and safety, and the performance of fire drills, in line with the legal obligations.

Workplace Safety is our concern



We conduct comprehensive workplace risk assessments across all our operations, focusing on prevention, mitigation, and elimination of workplace hazards. We carry out regular internal audits, maintain detailed inspection logs, and ensure employees are equipped with the necessary Personal Protective Equipment (PPE) to safeguard their well-being. We have a structured Health and Safety department with highly trained employees and ongoing training.



We systematically evaluate findings, take preventive measures, and adhere to plans for improving the workplace health and safety management system.



We offer ongoing training for all employees on health and safety matters.

In 2024, no work-related fatalities or occupational illnesses were recorded at DELTA or any of its subsidiaries.



We ensure direct and continuous communication with the Health and Safety department, along with the implementation of Suggestion Boxes to strengthen the health and safety culture among employees.



We conduct frequent workplace inspections, with immediate work stoppage and recommendations to employees, as well as written notification to the relevant department and oversight of corrective actions by the Health and Safety officer.



We maintain checklists, logbooks, and records of findings, along with the implementation of corrective actions following incident investigations.

Health & Safety Indicators (DELTA)

	2024	
	EMPLOYEES	NON-SALARIED EMPLOYEES WHOSE WORK IS CHECKED BY THE ORGANIZATION
NUMBER OF WORK HOURS	1,746,662	103,203
NUMBER OF DEATHS DUE TO OCCUPATIONAL ACCIDENT	0	0
FATALITY RATE DUE TO OCCUPATIONAL ACCIDENT (FR)	0%	0%
NUMBER OF HIGH-CONSEQUENCE WORK-RELATED INJURIES (EXCLUDING DEATHS)	0	0
HIGH CONSEQUENCE INJURY RATE (HCIR)	0%	0%
NUMBER OF RECORDABLE WORK-RELATED INJURIES**	9	0
WORK-RELATED TOTAL RECORDABLE INCIDENT RATE (TRIR)	1.03	0
NUMBER OF ACCIDENTS WITH LOST TIME INJURY ≥ 3 DAYS	8	0
LOST TIME INCIDENT RATE (LTIR)	0.92	0.00

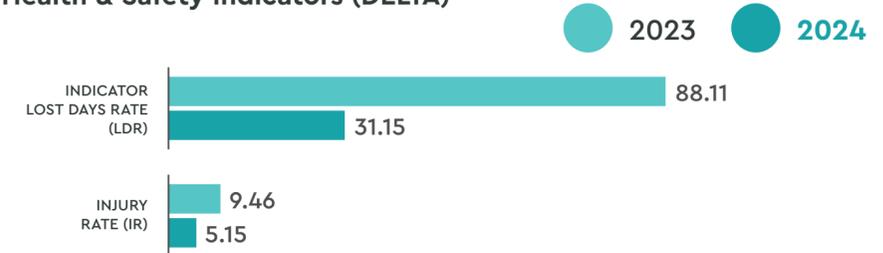
*All the percentages are calculated based on 200,000 hours of work.

It is worth noting that the total number of workdays lost due to occupational injury or illness was 272 in 2024.

During 2024, all DELTA subsidiaries recorded zero occupational accidents, confirming our commitment to a safe and healthy working environment. Moreover, DELTA reduced work-related injuries by 44%.

The primary risks stem from chemical and biological factors. To mitigate these, comprehensive guidelines for safe work practices have been implemented, necessary personal protective equipment (PPE) is provided to employees, and regular training sessions are conducted with clarity, frequency, and focus, aiming to reduce and eliminate risks in every workplace role.

Health & Safety Indicators (DELTA)



Dialogue and information exchange on workplace health and safety

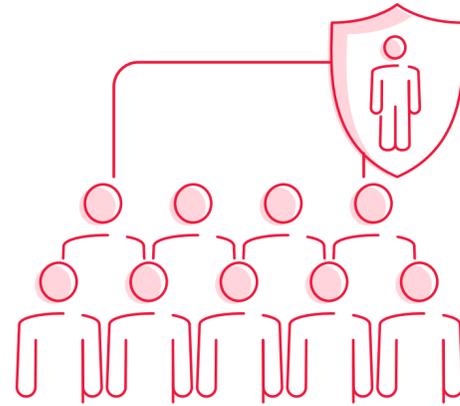
Active employee participation in health and safety matters is achieved through continuous communication with the department head and internal inspections. Employees are informed about the actions and policies implemented for workplace health and safety through team meetings, email communications, bulletin board postings, and direct updates during work. Additionally, regular meetings are held with employee representatives, and surveys are conducted to gather feedback and suggestions on workplace health and safety. Based on the findings, annual action plans are developed to implement corrective measures.

Gemba Walks

At DELTA, we introduced Gemba Walks as a means of strengthening the safety culture with the participation of all employees. Management actively visits our production units, with a primary goal of identifying and implementing improvement or preventive measures to address health and safety issues in the workplace. These visits provide an opportunity for direct interaction with employees, allowing for real-time insights and practical feedback on matters related to workplace health and safety. Through this approach we reinforce the morale of our people, we cultivate a deep-rooted health & safety culture, and Management demonstrates its commitment to these priorities.

Training on Health & Safety Topics

In 2024, we conducted training sessions that aim at knowledge and prevention related to Health issues:



Breast Cancer



Smoking cessation



Sleep apnea



Heart disease and other Health issues that trouble us daily

Training needs are evaluated at the start of the year by the Health and Safety department, in collaboration with the heads of departments, based on data and observations from the previous year.

Training sessions, which are mandatory for all employees, are conducted during working hours, and upon completion, participants undertake an assessment to evaluate their level of understanding. Training content is developed by the Health and Safety Department, with the support of specialized external partners.

We Care for the Health and Well-being of our people

At DELTA, we provide all our employees with the benefit of private health insurance and organized transportation to medical facilities in case of an emergency, either via a company vehicle or an ambulance. Additionally, we offer flexible working hours to accommodate medical appointments. Within our facilities, we have defibrillators available and conduct regular training sessions to ensure their safe and effective use.

Protection of Human Rights

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Our company is founded on the principle of respect and protection of human rights. Our workforce is at the core of our operations, and we are committed to fostering a fair and inclusive work environment that ensures the well-being, safety, and rights of our employees.

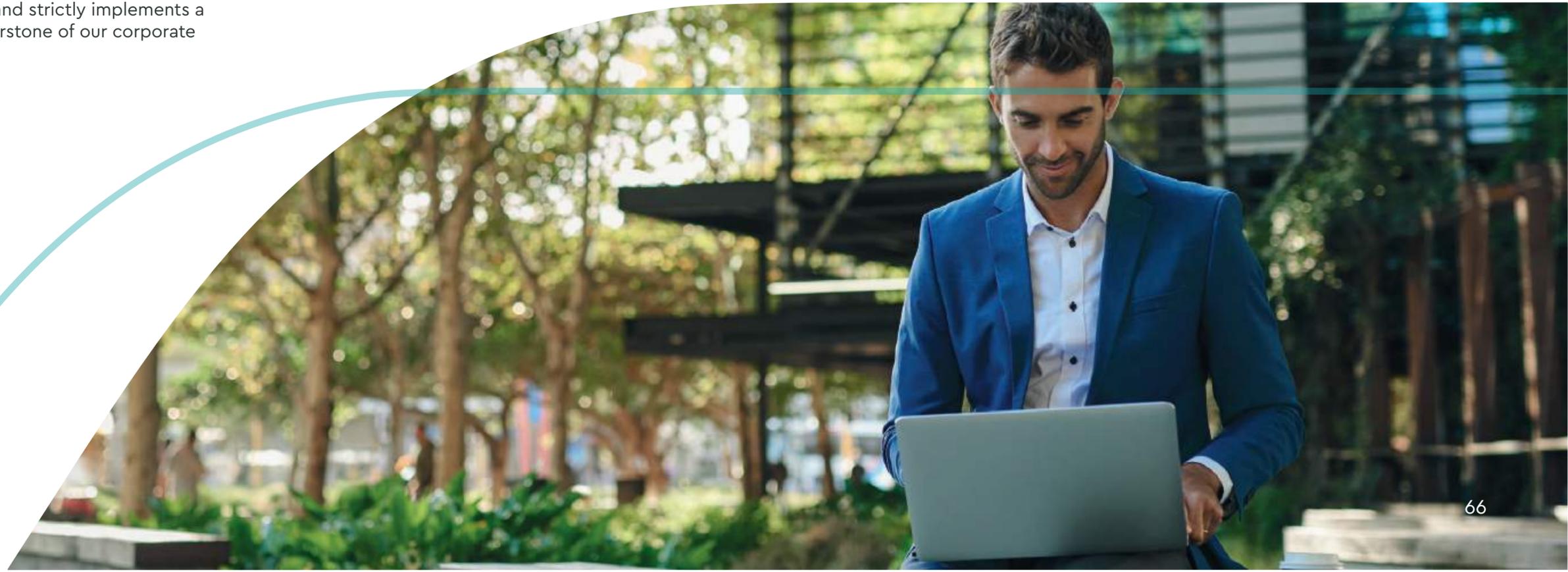
The selection of our partners and suppliers is based on strict criteria, emphasizing their commitment to upholding human dignity and their firm stance against child and forced labor.

In alignment with DELTA's Code of Conduct, we have integrated clear, indisputable, and non-negotiable guidelines into our operations to uphold ethical business practices, with a strong focus on human rights protection.

It is worth noting that DELTA has developed and strictly implements a Human Rights Policy, which serves as a cornerstone of our corporate philosophy and practices.

Specifically, DELTA displays zero tolerance for any violation of Human Rights, whether through direct involvement or passive participation. This commitment is reflected both in the company's strict avoidance of any collaborations with parties that have been involved in, or are suspected of contributing to such practices. This pledge is an integral part of our corporate ethics and practices.

For another year, no incidents of discrimination related to human rights violations or unfair treatment of employees were recorded.

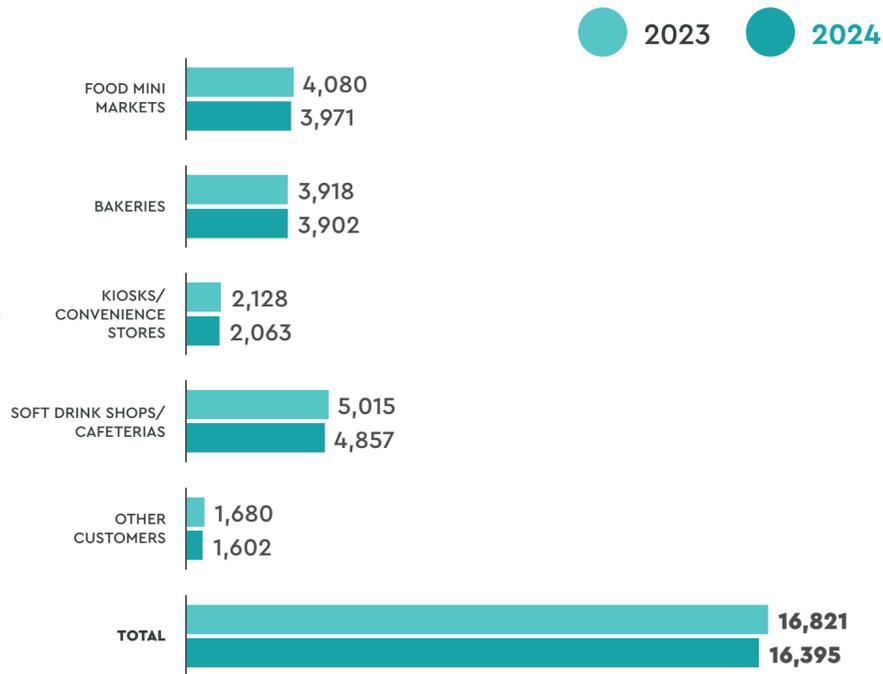


Consumer Satisfaction and Support



Our commitment extends beyond the supply of products. We maintain a close relationship with our customers through long-term partnerships and financial support for smaller retail outlets. In this way, we prioritize local businesses, ensuring that consumers can easily access our products from their neighborhood stores.

Number of Small Retail Customers (DELTA)



DELTA Information Center

At DELTA, through structured communication channels, media, social networks, and targeted educational initiatives, we provide timely and reliable information and training to employees, consumers, and all stakeholders on product quality, safety, and healthy nutrition

Staying true to our core values—offering safe and nutritious products while meeting consumer needs—we established the DELTA Information Centre (KED) in 2001. The Information Centre consists of a team of specialists, each with expertise in nutrition and quality control, ensuring they can respond promptly to consumer inquiries. Its primary mission is to facilitate open dialogue between consumers, the market, and DELTA, ensuring that consumer voices are heard and that we respond effectively. The center is available to consumers at 8001199800 or via the contact form on our website.

Today, the DELTA Information Center:

- Provides valid and timely information to all consumers on matters related to Company products and their relationship with healthy nutrition.
- Responds to inbound calls with questions and/or complaints related to the products.
- Makes outbound calls to inform interested parties (current & prospective customers, representatives, inspectors).
- Supports actions of marketing and sales departments.

In 2024, no incidents of non-compliance were recorded regarding complaint management. Moreover, the Information Center (KED) handled 4,995 requests within 2024.

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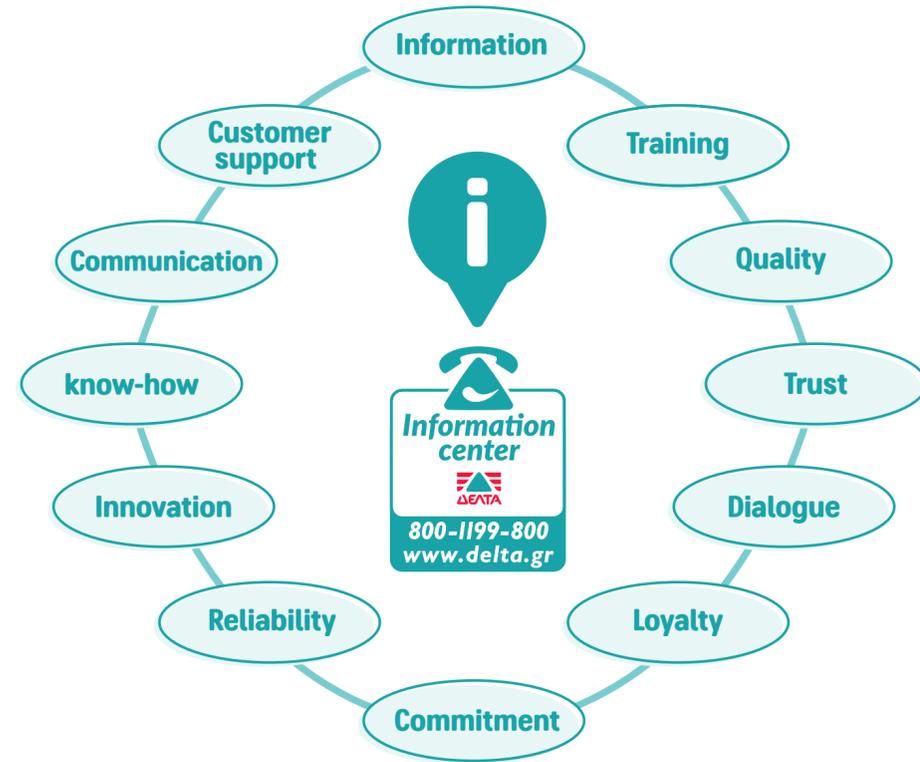
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In 2024, 100% of a total 1244 quality complaints we received were resolved.

At DELTA, we deeply value the trust our consumers place in us. We ensure the provision of reliable and accurate information regarding production practices, raw materials, and the entire production and distribution cycle of our products

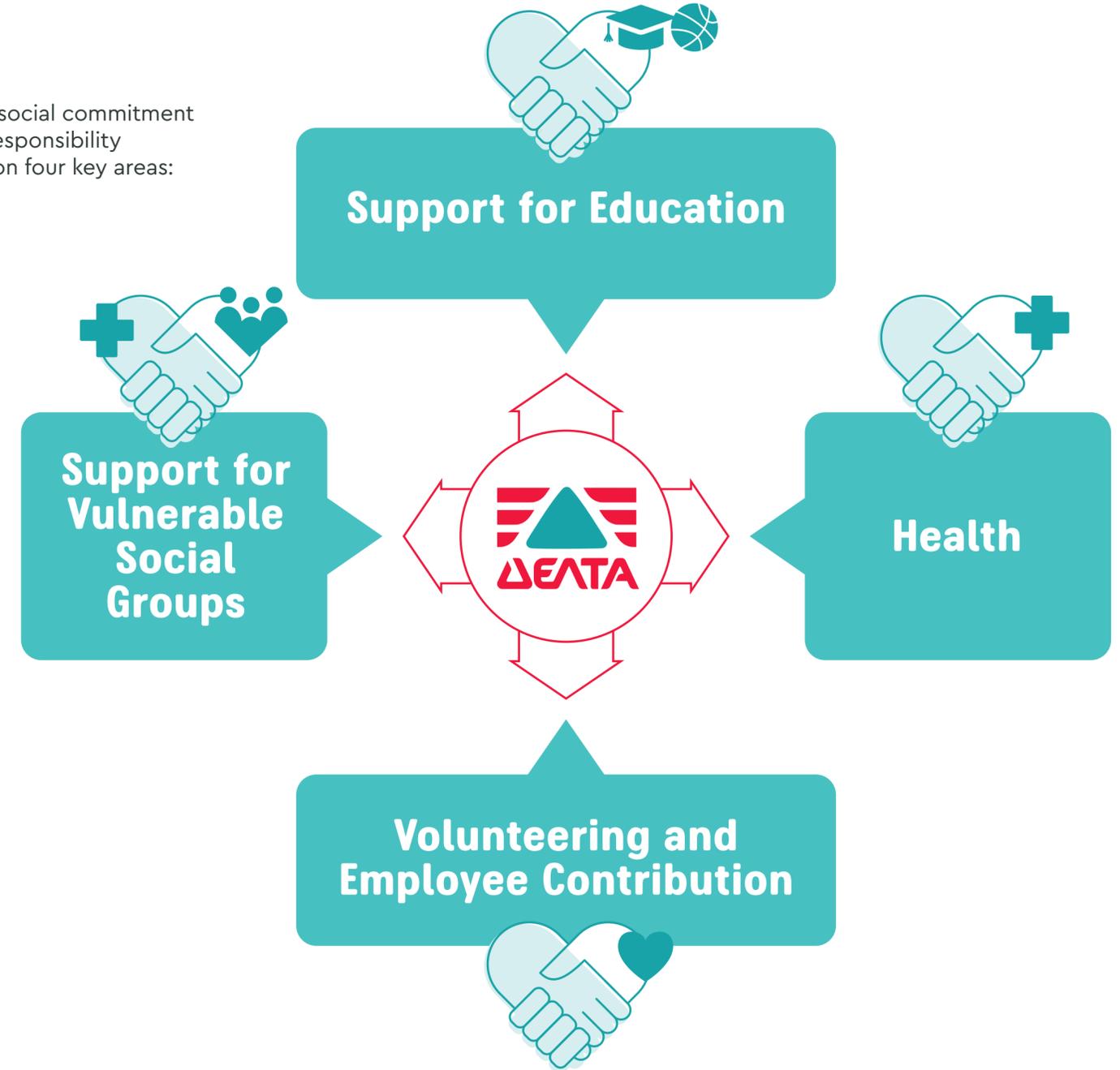
For DELTA, the Information Centre serves as a channel of communication with consumers, playing a crucial role in ensuring product quality.

GRI 413-1

Social Contribution Actions



At DELTA, we demonstrate our social commitment by implementing a corporate responsibility program with actions focused on four key areas:



Actions for 2024



CASE STUDY:



Volunteering and local communities' support

Throughout the year, our employees dedicated their time and energy to the preparation and packaging of meals, offering 200 meals to homeless individuals in Piraeus through our collaboration with the Non-Governmental Organization Odysseya. This initiative highlighted the power of collective effort and the value of giving back to those in need.

On the occasion of International Volunteer Day, DELTA further supported the work of two important organizations: "Porta Anoichti" in Athens and the "Melissa" Orphanage in Thessaloniki. Through small yet meaningful acts of solidarity, employees joined forces to support children and vulnerable social groups, reinforcing the message of volunteerism, social contribution and collective responsibility.



Voluntary Forest Clean-Up Initiative

With the participation of volunteers from Athens and Thessaloniki, our team took action to protect the environment by cleaning the forest areas of Mount Parnitha and Seich Sou. More than 7,000 kilograms of waste were collected and bulky items were removed, once again demonstrating the power of collective action and volunteer contribution.



DELTA Supporting New Mothers

Through the deltamoms.gr platform, we welcome new mothers into our community, offering new ideas, knowledge and support for everyday life. The platform fosters a community where mothers can share experiences, advice and ideas, creating a space for connection and mutual support. We emphasize that with every child, a mother is also born, offering a safe, reliable and informative environment where mothers can explore, share and develop their parenting skills with confidence, care and authenticity.



Support for Special Olympics Hellas

We proudly supported the Special Olympics Hellas National Games "Loutraki 2024", where more than 400 athletes competed across four official sports. Through their efforts, the athletes showcased their talent and sent a powerful message of inclusion, optimism and fair play



Support for Paralympic Athletes and Champions

By renewing our partnership with gold Paralympic medalist Nassos Gavelas, we continue to support his journey towards new achievements. We also remain on the side of weightlifting champion Thodoris Iakovidis, supporting his ongoing efforts in competitive sport.

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CASE STUDY:



DELTA stands by the Children: Nutrition, Health and Prevention of Food Waste

Since 2011 we have contributed to raising the awareness of thousands of children on the value of proper nutrition and reducing food waste.

In 2024, our partnership with The Why Community, and interactive programs such as the Food Warriors and 'Our energy has tanked', supported the creation of healthy habits from a young age.

In October 2024, it transferred the intellectual rights of the educational program on healthy nutrition for kindergarten children to the Ministry of Health, actively supporting the National Action against Childhood Obesity and reinforcing efforts to promote healthy dietary habits from early childhood.

Innovative Youth Development Program: U in the Future

The program "U in the Future", launched in 2023, offers young people aged 21-24, the opportunity to develop their skills and explore their professional prospects. Spanning 24 months, the program integrates cross-functional, cross-company, and cross-industry experience through four 6-month placements, in various departments of DELTA and the Vivartia Group, and a consulting firm.



Free Distribution to Vulnerable Groups

At DELTA, our top priority is to minimize returned or surplus products. In this context, products that are still within their consumption date and safe to eat are donated to socially vulnerable groups through the non-profit organization "Boroume", reinforcing social solidarity.



Scholarship at the University of Western Macedonia

Since 2023, DELTA has been awarding a scholarship for the University of Western Macedonia for years 2024-2026, in honor of the memory of Konstantinos Agios. The scholarship includes a monetary prize, job opportunities and a remunerated internship, supporting the education and career of young people.

Support for the Primary Sector

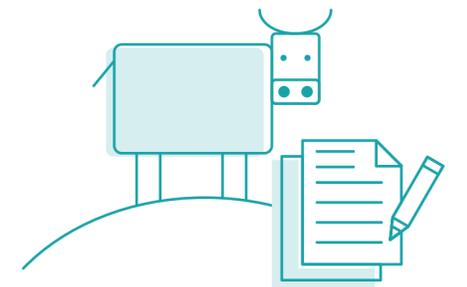


With a 70-year legacy in the Greek dairy sector and a pivotal role in advancing livestock farming in Greece, DELTA remains steadfast in its support for Greek producers and the sustainability of milk production.

Our network primarily consists of family-run farms, known for their extensive experience in milk production. Over the years, we have built a relationship of mutual trust and collaboration with Greek livestock farmers. Our team, equipped with specialized scientific and technical expertise, provides unwavering support and guidance. We are committed to offering continuous training on sustainable practices, effective pasture management, balanced animal nutrition, and high standards of animal welfare, ensuring the production of high-quality milk.

At the forefront of these efforts is the GAIA Action Plan, a testament to our dedication to the sustainable advancement and support of Greece's primary dairy sector. Since its launch in 2012, the program has been supporting research, educational initiatives, and technical assistance for producers. It also promotes the cultivation of nutrient-rich feed crops, which not only deliver significant environmental benefits but also foster sustainable development.

Through our strategic collaboration with the Agricultural University of Athens and partnerships with other scientific and research institutions – including the Institute of Animal Science of ELGO-DIMITRA – the program aims to bridge academic knowledge with its practical application in production. It actively participates in conferences, to disseminate knowledge and receive feedback for its research, with multiple benefits for the agri-food sector.



In 2024, DELTA continued to implement the Contract Farming Program, providing additional financing tools to producers. This initiative, alongside the long-term support for animal feed and equipment, also contributes to the long-term sustainability of dairy farms and the broader agri-food sector.

In 2024, the new livestock farmer evaluation and certification framework was rolled out, focusing on animal welfare, biosecurity and carbon footprint reduction. This program, which is pioneering for the Greek market, aims to lay the foundations for steering dairy farming towards the agri-food production model of the future, ensuring the delivery of safe and adequate products through a structured and sustainable transition.

The Pillars of the GAIA Action Plan:

Evaluation of milk suppliers using a new assessment tool developed by DELTA, which is based on animal welfare, biosecurity, and carbon footprint reduction criteria.

Provision of technical support to livestock farming partners through consulting programs, aimed at improving farm management and animal nutrition.

Pilot programs for applied research on alternative, high-yield crops for the production of nutritionally rich animal feed, in collaboration with universities and research institutions.

Educational programs for livestock farmers on best breeding practices, enhancing milk quality, farm efficiency, and animal welfare.

Utilization of natural aromatic substances in livestock feed, contributing to better nutrition, reduced methane emissions from digestion, and ultimately lowering the carbon footprint.

Further promotion of contract farming, supporting social and environmental sustainability in the future of the primary sector.

Support of research programs, scientific teams relating to agriculture and livestock farming.

To date, 64 new scholarship recipients have successfully completed their training, gaining valuable knowledge and experience through intensive educational programs and hands-on seminars at the School's facilities.

Key Initiatives Implemented by DELTA's Milk Zone Division under the GAIA ACTION PLAN for 2024:

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CASE STUDY:

Cattle Farming Workshop on the subject: The contribution of modern technology and agri-livestock practices to animal welfare, increased production and environmental protection

On October 18, 2024, we organized a workshop in Sindos, Thessaloniki, on the application of modern technology and sustainable agri-livestock practices.

The workshop was held as part of the GAIA Action Plan, an initiative by DELTA aimed at sustainable development and supporting the primary sector of Greek dairy farming.

The event addressed a range of key contemporary issues related to dairy production. It highlighted the importance of animal welfare and environmental footprint in the development and sustainability of cattle farming, as well as in shaping the future of milk production and it focused on improving animal welfare through the use of modern technology and artificial intelligence, as well as on the application of rational feeding methods and natural ingredients to enhance productivity while protecting the environment.

Speakers analyzed these topics by emphasizing the role of new technologies, their targeted deployment within a sustainable dairy production system, always in line with European Union requirements, and their contribution to reducing the environmental footprint of cattle feeding practices.

Additionally, special emphasis was placed on the efficiency of feed mixtures and their role in reducing the environmental footprint of milk production.

CASE STUDY:

Sustainable Farm comprehensive evaluation and certification program

In 2023, we designed a five-year program for the comprehensive and detailed assessment of farms, covering animal welfare, biosecurity, environmental footprint and sustainability factors. This program, which is innovative for the Greek market, was piloted in 2023 and was rolled out nationwide in 2024, achieving its initial objective of assessing 35% of the milk supplied by our partner dairy farmers during the 2024 reporting year.

For the implementation of this pioneering program, DELTA leveraged the expertise of its specialized highly-trained personnel, in close collaboration with scientific partners from the Agricultural University of Athens. Based on the results obtained, highly valuable conclusions were drawn regarding the very good overall state of Greek dairy farms, the positive outcomes of their long-standing cooperation with DELTA, as well as the impact of continuous training and capacity building. These findings also serve as a guide for future development, identifying the actions that dairy farmers should undertake, with the support of DELTA.

It is worth noting that we continuously invest in research and development related to animal husbandry and the systematic monitoring of animal performance, with the aim of enhancing product quality, improving animal health, and increasing production efficiency. Following the implementation of the assessment program and the evaluation of the initial findings, DELTA introduced, as of 2024, financial support for dairy farmer investments. These investments aim to promote the adoption of best livestock farming practices, the use of advanced technologies for continuous monitoring, assessment and improvement of animal performance, the reduction of methane emissions, and the production and use of alternative forms of energy at farm level, alongside the broader application of innovative technologies.

CASE STUDY:

Assessment of Pilot Crops within the Framework of Our Collaboration with the Institute of Animal Science (IAS), Giannitsa – ELGO-DIMITRA



In collaboration with the Agricultural University of Athens and the Institute of Animal Science (IAS), Giannitsa of ELGO-DIMITRA, and within the framework of the GAIA Action Plan, DELTA conducts multi-year applied research in areas such as pilot alternative crops that can provide substantial solutions towards enhancing the sustainability of livestock farming operations.

During the current year, critical conclusions were drawn and scientific data generated regarding cultivation conditions, geographical comparisons of productivity, the appropriate selection of plant species for the production of high-value animal feed, and their rational use in dairy animal nutrition. This work is guided by objectives such as lower production costs, the environmentally sound use of agricultural land, and the improvement of the less productive rural soils.

Building on the positive outcomes of previous years, the cultivation of non-genetically modified (non-GMO) soybean in two different regions of the country was further evaluated with respect to cultivation conditions and yield performance.

Our cultivation recommendations developed through DELTA's collaboration with the Agricultural University of Athens and the Institute of Animal Science of ELGO-DIMITRA (Giannitsa) constitute important alternative solutions for the domestic production of protein-rich animal feed. These solutions are particularly timely, as the dairy farming sector—and agricultural production more broadly—faces significant challenges related to feed and food security and availability.

CASE STUDY:

Farm Advisory Program for the Specialized Training of Partner Dairy Farmers

In the autumn of 2024, a farm advisory program was implemented in Thrace, focusing on key dairy farming operations, with the support of professors from the Agricultural University of Athens. Participating livestock farmers received in-depth training on issues related to animal welfare, nutrition and hygiene of dairy cows

CASE STUDY:

Natural Feed Enhancement for Increased Productivity and Sustainability

Methane emissions from ruminant animals represent a significant challenge for the global livestock sector, as they affect both the environment and the economic sustainability of millions of producers. Animal nutrition plays a decisive role in the volume of methane produced. Recognizing the importance of this issue at an early stage, we set the reduction of our environmental footprint as a strategic priority.

From June 2023 and throughout 2024, the Company's animal feed production facility incorporated a natural additive based on essential oils into cattle feed blends. This additive improves digestive system efficiency and reduces enteric methane production, achieving emission reductions of up to 10% at farm level.

Animal Welfare and Biodiversity



Animal welfare in the dairy and livestock industry is recognized as a key pillar for the sustainable and ethical operation of the sector. To ensure both the well-being and safety of the animals, extensive and protected outdoor spaces are provided in habitats surrounded by nature, with minimal land disturbance and reduced use of pesticides and synthetic fertilizers.

At DELTA, we are committed to responsible operations, guided by the protection of biodiversity and ecosystems. At the same time, we ensure full compliance with the applicable legislation and conduct environmental impact studies prior to each installation, assessing potential effects on flora and fauna and implementing appropriate mitigation measures where required.

Additional Support for Farmers: Advisory support from agronomists – livestock producers and veterinary inspectors at our farms
Educational seminars for farmers on best practices in animal welfare
Provision of high-quality animal feed to ensure optimal nutrition and well-being of livestock

We also implement action plans for responsible operations, prioritizing biodiversity protection. Specifically, we undertake or urge milk suppliers to take the following actions:

- ✓ Check and evaluate farmers for the health welfare of the animals
- ✓ Reduce the production of manure and use either as organic fertilizer or for energy production
- ✓ Improve the productivity of dairy cows in Greece
- ✓ Trace animal feed sources in areas with no risk of deforestation

✓ Implement appropriate measures within this framework, in accordance with existing legislation and relevant regulations at both international and national levels

✓ Conduct environmental impact studies for each of the Group's facilities, assessing potential effects on the region's flora and fauna, and taking corrective actions where necessary



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Food Waste Reduction Program

At DELTA, we implement a comprehensive plan to reduce food waste, focusing on two key areas:

- Prevention, aimed at avoiding surplus food and food waste generation
- Utilization of surplus food that remains suitable for human consumption



One of the biggest challenges societies face today is food waste. A significant portion of the food produced ends up in landfills, even when it is entirely safe for consumption.

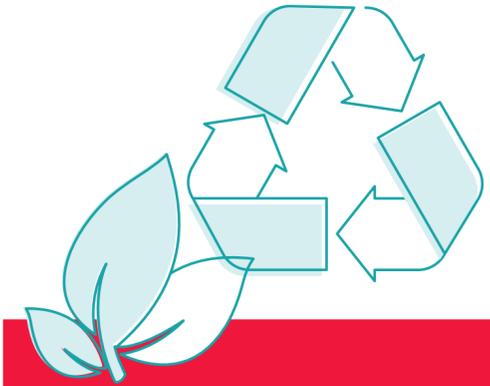
To address this, we are active and voluntary participants in the "Alliance for the reduction of Food Waste" to support the efforts of the market, the government and society.

The "Alliance" is under the auspices of the Ministry of Environment and

Energy, with the ultimate goal of informing and raising consumer awareness about the environmental and social impacts of food waste, as well as promoting best practices and taking actions to reduce food waste throughout Greece.

Food Waste and Utilization

- > 4,000 tons were utilized for animal feed, constituting 79% of the returned animal byproducts to the company.
- More than 30,000 liters of fresh milk were salvaged, which would have mainly been returned to DELTA.



More than **98%**
of our food waste is
repurposed and utilized.



Action pillars for 2024

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Food Utilization Program for Animal Feed

For the past two decades, we have developed a program for the utilization of our products that are no longer suitable for human consumption, redirecting them and using them for animal feed.

Specifically, any animal by-products derived from returns of dairy products past their expiration date are collected, processed, and utilized as livestock feed through specialized partners. They are responsible for the processing of the products to be used as animal feed.

For yet another year, over 4,000 tons of food were repurposed as animal feed, accounting for 79% of DELTA's returned animal by-products.



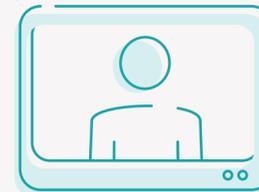
Educational Program To Raise Children's Awareness On Healthy Nutrition And Food Waste Reduction

Since 2011, through the "Journey to the Land of Breakfast" program, and later, since 2018, with "The Land of Trophomikroulis", we have helped raise awareness among thousands of children about healthy eating and food waste prevention.

In 2024, as part of our efforts to enhance access to healthy dietary choices and through our new collaboration with The Why Community, we actively contributed to shaping healthy eating habits among young children through interactive programs such as "Food Warriors – Defenders of Food" and "Our Energy Has Tanked".

Through these initiatives, children learned about the importance of healthy nutrition and the reduction of food waste.

Further strengthening our commitment and with the aim of supporting the Ministry of Health's initiative to promote children's health, in October 2024 we granted the Ministry of Health the intellectual property rights to the educational material on healthy nutrition for preschool-aged children. In this way, we actively contributed to the National Action against Childhood Obesity and supported efforts to cultivate healthy dietary habits from early childhood.



Collaborative Actions to Prevent Food Waste

The proximity of the expiration date is one of the most common causes of food surpluses, increasing the risk of disposal.

In this light, we launched the program in August 2022, aiming to rescue as much fresh milk as possible, while reducing the volume of the products returned.

In collaboration with the retail chains AB Vassilopoulos, My Market and ANEDIK Kritikos, DELTA implements practices such as price reductions for products approaching their expiry date and the joint management of surplus quantities.

The objective is to rescue fresh milk and to highlight the importance of collaboration across the entire supply chain in order to address food waste.

In 2024 more than 30,000 liters of fresh milk were rescued, which would have mainly been returned to DELTA.

Free distribution of surplus products

One of our top priorities is to minimize surplus products generated during production. In this context, products that are still within their consumption date and safe to eat are donated to socially vulnerable groups through reliable organizations.

A key partner in this effort is the non-profit organization "Boroume". Through this action, our products are used where there is true need, contributing both to the reduction of food waste and the provision of support to people in need.

Production Optimization

Under our commitment to sustainable growth, we implement a series of actions covering both the production stage and product end-of-life, aiming to reduce food waste and improve their utilization.

At the production level, we implement an innovative demand forecasting program that helps us accurately predict and meet market needs. The company's overall approach is based on the Food Waste Reduction Policy and Strategy, which sets out the principles, initiatives and actions we implement at DELTA, to meet our targets.

As a result, for a second consecutive year, we managed to maintain the 98% reduction of forecasting errors, which we achieved for the first time in 2023.



In 2024, we donated 446,515 food portions to 75,208 people, at the same time contributing to the reduction of environmental impacts by saving 655,874 kg CO₂ eq.

In 2024, we obtained the Zero Waste to Landfill (ZWTL-EU1) GOLD certification from EUROCERT, confirming that 99% of our waste in 2023 was used for recycling, recovery and biogas production, without ending up at landfills.

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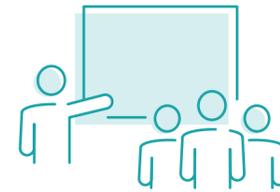
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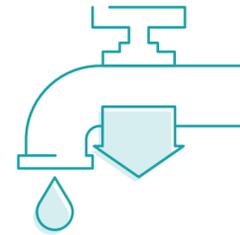
At DELTA, we have placed the protection of the environment at the core of our activities, decisively addressing the challenges of climate change. At the heart of our sustainability strategy lies our Environmental Policy, which incorporates specialized targets and initiatives. This policy is regularly updated and aligned with current regulations and legislative requirements, while continuously reflecting our dedication to the principles of prevention and precaution.

Guided by these principles, we implement a broad range of targeted actions aimed at reducing our environmental impact

Our key initiatives include:



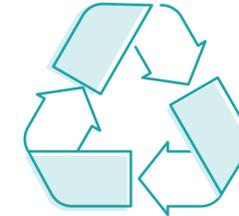
Training, information, and awareness for employees, partners, and stakeholders on environmental issues



Water and natural resource management



Reduction of air pollution and noise pollution



Waste, material, and chemical management



Energy management and reduction of greenhouse gas emissions



Biodiversity protection



Climate Change and Greenhouse Gas Emissions



At DELTA, the responsible management of our environmental footprint is a key priority, which is why we closely monitor the Greenhouse Gas (GHG) Emissions generated by our business activities, and work hard to constantly reduce them.

We adopt a proactive approach, conducting regular checks on the combustion quality of our boilers and on the efficiency of emission reduction systems. At the same time, we strengthen our internal monitoring processes to ensure the effective implementation of our environmental actions.

Within this framework, we have committed to achieving science-based emission reduction targets by 2030 (SBTi), with the gradual integration of our climate strategy across all aspects of our operations.

Through targeted measures and clear monitoring mechanisms, we aim to limit our environmental impact and respond effectively to the standards we set as a responsible manufacturing organization.

In 2024, DELTA's commitments were validated by the Science Based Targets initiative (SBTi).

DELTA's commitment concerns the following targets:

Scope 1 & 2

We are committed to reducing absolute Scope 1 & 2 greenhouse gas emissions by 42% by 2030, with 2021 as the base year. This target aligns with the global goal of limiting temperature rise to 1.5°C

Scope 3

We are committed to reducing absolute Scope 3 greenhouse gas emissions by 25% by 2030, with 2021 as the base year. This target aligns with the global goal of limiting temperature rise to 1.5°C

FLAG

We are committed to reducing absolute Scope 3 emissions from land use (FLAG) by 30.3% by 2030, using 2021 as the base year.

No Deforestation

We are committed to preventing any deforestation taking place for our key raw materials, with the goal of full implementation by December 31, 2025.

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Blue Marble: An innovative environmental project to reduce the carbon footprint of our private truck fleet.

At DELTA, we use Blue Marble, an Environmental Fuel Additive, which has successfully reduced particulate carbon emissions (soot) from transportation and product distribution, thus reducing our carbon footprint. The implementation of this project is carried out in collaboration with the PRC - The Management House Group and the specialized team of Blue Marble Disruptive Technologies.

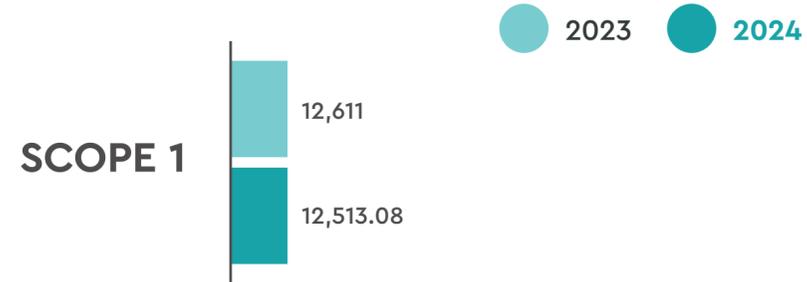
This initiative contributes to the 17 United Nations Sustainable Development Goals (SDGs) and aligns with our commitment to delivering quality products every day, while ensuring safety, quality, and respect for the environment.



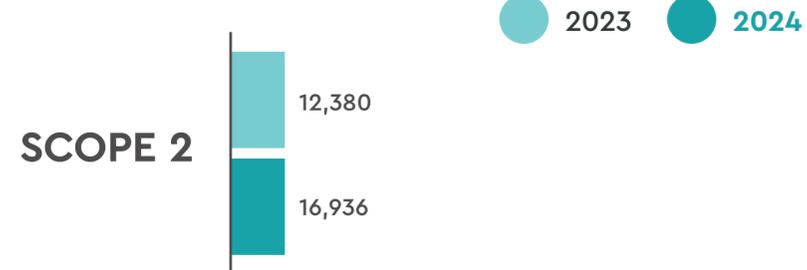
During 2024 there were no fines or/and financial penalties from incidents of non-compliance with environmental legislation and regulations.



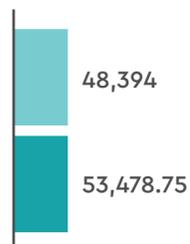
Direct emissions diagram (tCO₂e) for DELTA



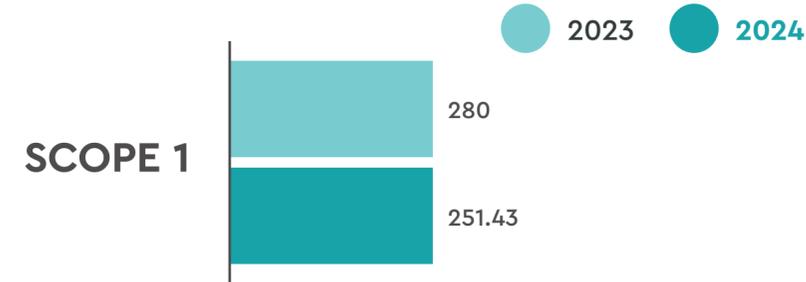
Indirect emissions diagram (tCO₂e) for DELTA



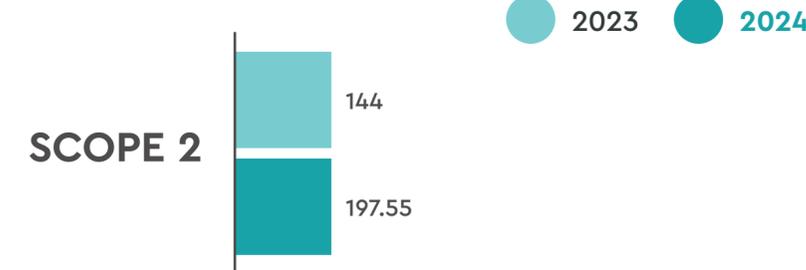
SCOPE 3



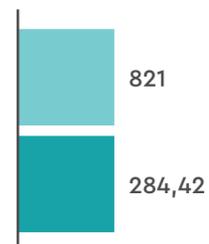
Direct emissions diagram (tCO₂e) for EUROFEED



Indirect emissions diagram (tCO₂e) for EUROFEED



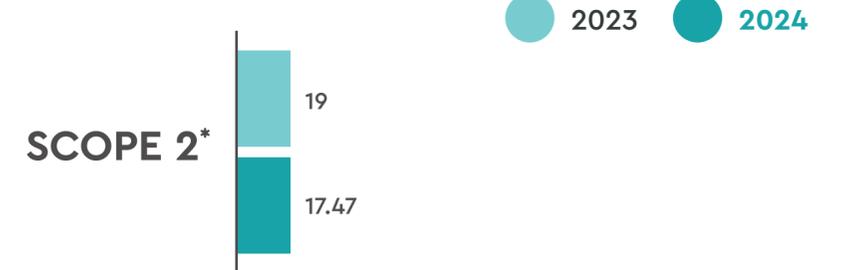
SCOPE 3



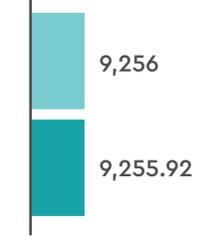
Direct emissions diagram (tCO₂e) for GATTEGNO



Indirect emissions diagram (tCO₂e) for GATTEGNO



SCOPE 3



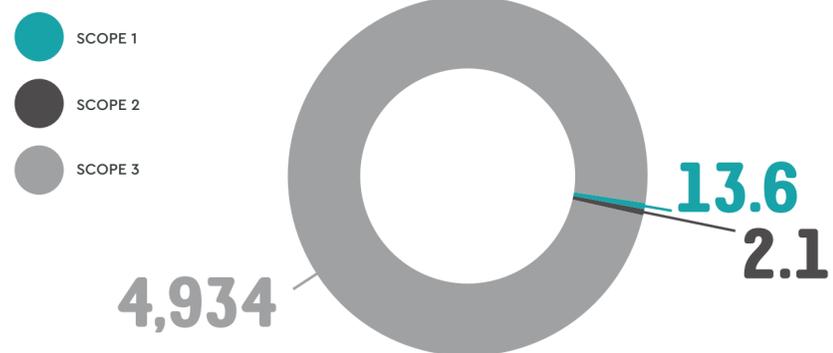
A recalculation has been conducted for DELTA and EUROFEED regarding Scope 3 emissions for the year 2022.

* GATTEGNO's electricity consumption data for 2023 was recalculated, leading to a revision of the indirect Scope 2 emissions.

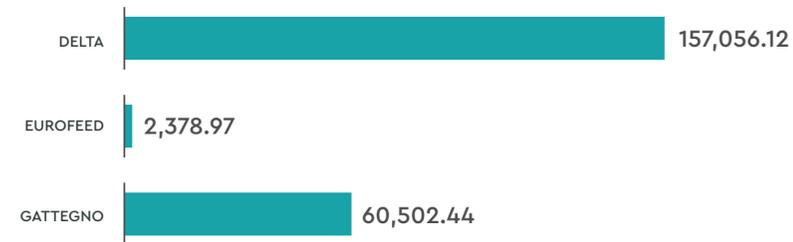
Direct and indirect emissions diagram (tO₂e) for KOURELLAS



Direct and indirect emissions diagram (tCO₂e) for COLD SIN



FLAG emissions breakdown diagram for DELTA and its subsidiaries (tCO₂e)

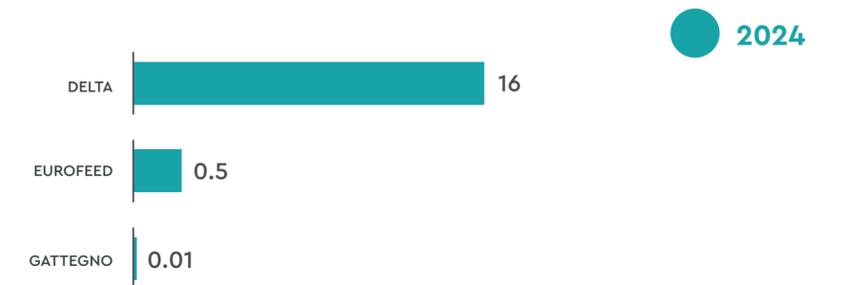


COLD SIN and KOURELLAS calculated their carbon footprint for the first time for Scope 1,2 and 3 emissions.

N₂O (tCO₂e) emissions diagram by company

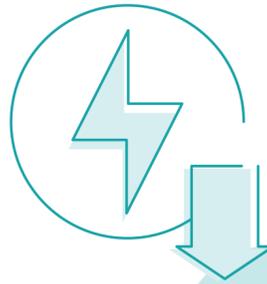


CH₄ (tCO₂e) emissions diagram by company



*The increase in FLAG emissions compared to 2023 is due to a revision of the calculation methodology and the use of different sources for selecting the emission factors.

Energy Management



We regularly monitor energy consumption and implement appropriate measures to improve our energy efficiency.

These include strategies for electricity and thermal energy savings, aiming for more efficient and sustainable energy management. Below are key initiatives applied at our production facilities.



Agios Stefanos Plant

Electricity

- ➔ Optimization of the power factor (cosφ).
- ➔ Installation of a 0.5 MW solar park.
- ➔ Installation of motion and light sensors.
- ➔ Annual thermal imaging of electrical equipment and immediate remediation of findings.

Boiler Room & Steam

- ➔ Annual shutdown, maintenance, cleaning and calibration of boilers and burners.
- ➔ Yearly inspection and maintenance of steam traps.
- ➔ Expansion of the condensate recovery network in new machinery and facilities.
- ➔ Ongoing program for the identification and restoration of steam leaks.
- ➔ Expansion of the condensate recovery network in our facilities.
- ➔ Employee training on the importance of minimizing hot idling of equipment.
- ➔ Insulation of steam lines.

Compressed Air

- ➔ Leak detection and repair program for compressed air networks.
- ➔ Reevaluation of the air compressor installation for optimization of their operation.

Cooling & Air-conditioning

- ➔ Reevaluation of the refrigeration system to optimize cold storage operation.
- ➔ Installation of new high-efficiency air conditioning units.



Εργοστάσιο Λαμίας

Inspections

- ➔ Implementation of a regular inspection and repair program for all steam leaks.
- ➔ Implementation of a regular steam trap inspection program, including the repair or replacement of defective units.
- ➔ Implementation of a regular inspection and repair program for compressed air leaks.

- ➔ Implementation of a regular inspection and repair program for all water leaks.

Other actions

- ➔ Modification of the operating mode of steam generators to increase efficiency and reduce natural gas consumption.
- ➔ Reduction of the operating pressure of the high-pressure air compressor, combined with a reduction in bottle inflation pressure.
- ➔ Discontinuation of the use of compressed air for non-productive applications and deployment of automation to shut down systems when equipment is not in production.
- ➔ Replacement of the majority of the facility's conventional lighting fixtures with LED technology.
- ➔ Implementation of an employee training and engagement program to ensure proper energy and water management.



Sindos Plant

New equipment

➔ Procurement and installation of a next-generation, oil-free, high-energy-efficiency air compressor with variable speed control and a medium 7 bar operating pressure. Upgrade of medium-pressure compressed air system (8 bar) through the installation of a next-generation, high-efficiency, oil-free, water-cooled 110 kW air compressor, with variable speed drive.

➔ Installation of a rooftop photovoltaic power station at the plant, with a total installed capacity of 1.5 MW.

➔ Procurement of the SONAPHONE III instrument, a digital ultrasonic inspection device used for preventive maintenance. The device detects and classifies leaks in compressed air, gas and vacuum systems, reducing energy costs. It also monitors equipment condition, identifies damage in electrical insulation, and assesses the performance of steam traps.

Equipment Upgrade

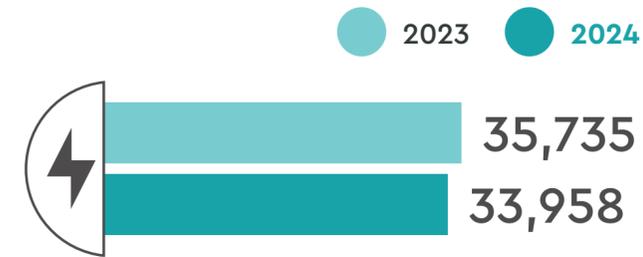
➔ Procurement and installation of equipment enabling the air compressor to operate under reduced load conditions, resulting in electricity savings.

- ➔ Thermal insulation of chiller glycol piping.
- ➔ Installation of thermostatic valves (three-way and two-way), which regulate the temperature and flow of water or air, while the drainage manifold manages liquids generated during operation. Installation of a silencer to reduce noise generated during the release of compressed air.

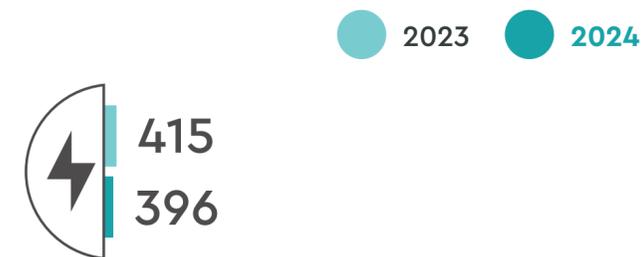
Automation Systems

- ➔ Installation of a monitoring platform for real-time data collection and automatic acquisition of energy meter data through the IoT (SenseOne) platform.
- ➔ Installation of a boiler room operations monitoring system.
- ➔ Installation of the Atlas Copco Optimizer, a centralized control system that optimizes the operation of compressed air systems and blowers. The system regulates pressure and flow, maximizing energy savings while maintaining equipment in optimal condition through preventive maintenance and online monitoring.

Consumption of electricity (MWh) DELTA*



Consumption of electricity (MWh) EUROFEED

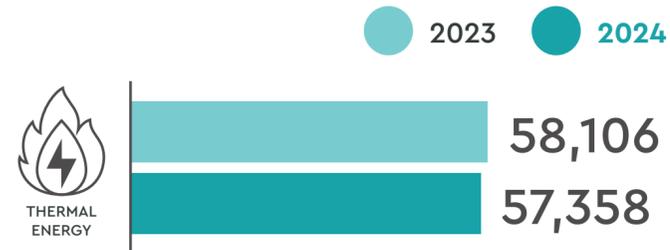


Consumption of electricity (MWh) GATTEGNO

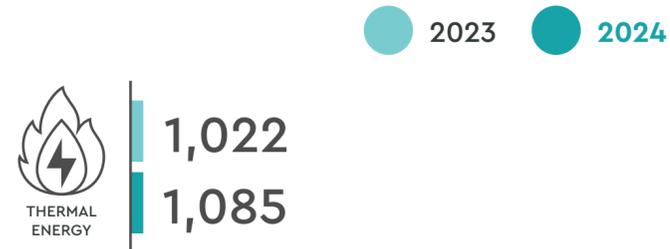


* The diagram above does not include consumption of electricity generated from RES
**GATTEGNO's electricity consumption data for 2023 were recalculated

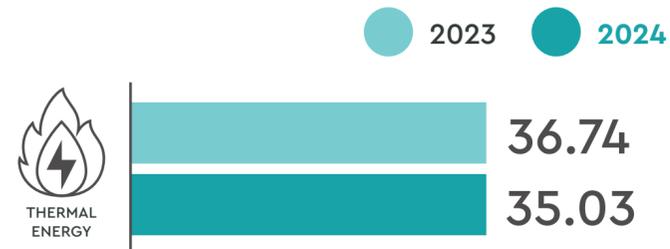
Thermal Energy from fuel consumption (MWh)
DELTA



Thermal Energy from fuel consumption (MWh)
EUROFEED



Thermal Energy from fuel consumption (MWh)
GATTEGNO



*The only thermal energy source at COLD SIN relates to the consumption of fuel from company vehicles.

In 2024, we achieved a 5% reduction in electricity consumption at DELTA and 4.6% at EUROFEED, compared to 2023.

COLD SIN consumed 43 MWh of electricity. KOURELLAS consumed 4.7 MWh of electricity and 1635 MWh of thermal energy respectively.



Renewable Energy Sources



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At DELTA, we implement initiatives aimed at addressing climate change and reducing our carbon footprint across every stage of the value chain.

By integrating green energy practices, we continue to deliver products of high quality and nutritional value, with a strong emphasis on sustainability and the reduction of our environmental impact.

In 2024, we completed one of the most ambitious energy net-metering projects in Greece.

The first step involved the expansion of the 1.5 MWp photovoltaic system installed in 2023 at the Agios Stefanos plant, with an additional 0.5 MWp, further increasing our renewable energy capacity. These installations have generated a total of 2.76 GWh clean energy, up to the end of 2024, reducing our dependence on the electricity market, and leading to an energy cost reduction by 10-15%.

The second step was marked by the installation of a 1.4 MWp photovoltaic system at the Sindos plant. By the end of the year, following two months of operation, the system had already generated 0.1 GWh, with an expected 15-20% reduction in future energy purchases.

These targeted clean energy investments enhance the energy efficiency of our facilities and reinforce our commitment to more sustainable operation



Water Management



At our Company, we acknowledge the significance of responsible water resource management for Sustainable Development, and we strive for more efficient water use and rational management measures to limit water consumption where possible.



In 2024 the total volume of water extracted and discharged 1,055,244 m³ and 843,066.2 m³, respectively, while the percentage of recycled water reached 9%

Interaction with water resources

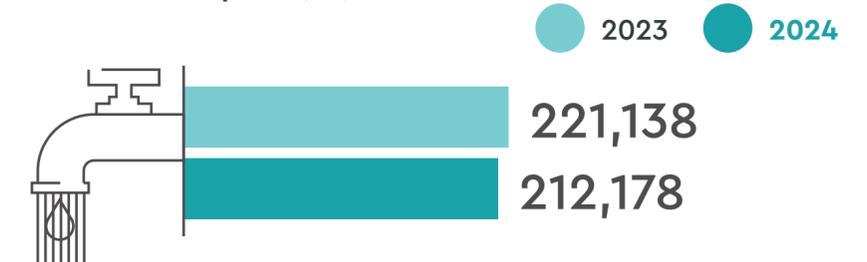
Facility	Origin	Consumption and Uses	Rejection
Agios Stefanos	EYDAP, Bore water	<ul style="list-style-type: none"> Plant production needs Cleaning (CIP) of pipes and equipment Employee needs 	The Wastewater is sent for treatment to the plant's biological wastewater treatment unit
Sindos	Thessaloniki Water Supply and Sewerage Network	<ul style="list-style-type: none"> Plant production needs, such as washing pipes and equipment (CIP) Bottling machine operation Employee needs 	The Wastewater from the production process is directed to the plant's biological wastewater treatment unit, while the wastewater from showers and toilets is directed to the Industrial Area's sewerage network
Lamia	EYA network water (bore water)	<ul style="list-style-type: none"> Plant production needs (processed water) Juice production (chilly water) 	Disposal at the biological wastewater treatment unit and then discharge into the Industrial Area's sewerage network
Gefyroudi Serres	Bore water	<ul style="list-style-type: none"> Equipment and facility cleaning 	Discharge into the environment through a licensed biological wastewater treatment unit

Management of water discharge related impacts

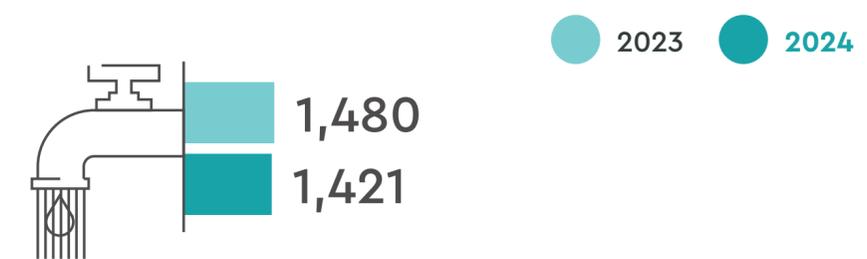
Facility	Minimum Standards	Setting Standards
Agios Stefanos	<ul style="list-style-type: none"> BODS (mg/L) ≤ 40 COD (mg/L) ≤ 120 pH: 6.0 - 9.0 Temperature ≤ 28 oC Dissolved oxygen (mg/L) ≥ 3 Suspended solids (mg/L) ≤ 50 Colour: Clear Fats - oils (mg/L) ≤ 5 	<p>The limits have been set based on the Environmental Terms Approval Decision dated 30/03/2012 with Ref. No 187248 of the Department of EARTH/YPEKA (Air Pollution and Noise Control/Ministry of the Environment, Energy, and Climate Change). ADA: B4ΩK0-XKA</p>
Sindos	<ul style="list-style-type: none"> BODS (mg/L) < 350 COD (mg/L) < 1,000 TSS (mg/L) < 350 pH: 7.0 - 8.0 	<p>The limits were set based on the 'Renewal - Amendment - Codification of the Environmental Terms of operation of the "Milk Processing Industry" activity of the Company trading under the name DELTA FOOD SA', which is in the Municipality of Delta, Regional Unit of Thessaloniki, Region of Central Macedonia' ADA: 6NSG1Y-4PO, and must not exceed the requirements of the operator (ETVA - Industrial and Business Parks) for disposal into the sewerage network of the Industrial Area</p>
Lamia	<ul style="list-style-type: none"> BODS (ppm) < 500 COD (ppm) < 1200 pH: 6.0 - 9.5 	<p>The standards were set based on Approval of the Lamia Industrial Area Operation Regulation No Φ.Λ/Α.5.26/13080/987, in accordance with Article 63(4) of Law 3982/2011 (GG 143/A)</p>
Gefyroudi Serres	<ul style="list-style-type: none"> BODS (mg/L) < 40 NO₃ < 50 PO₄ < 1.5 SS (mg/L) < 50 pH: 6.5 - 8.4 	<p>The standards were set based on the relevant license of DELTA FOOD S.A.'s waste disposal design, approved by the Department of Environmental Health & Health Control of the regional unit of Serres, central Macedonia</p>

For yet another year, in 2024 we reduced total water consumption by 4% at DELTA and by 4% at EUROFEED, compared to 2023.

Water consumption (m³) – DELTA



Water consumption (m³) – EUROFEED



Water consumption for subsidiaries COLD SIN and KOURELLAS for the reporting year was 26 m³ and 926 m³ respectively.

Waste Management



At DELTA, we promote the circular economy by implementing responsible practices for recycling, minimization, reuse, and responsible waste management, in alignment with the company's Waste Management Policy. More specifically, we support the development of recycling infrastructure nationwide, participating in the Collective Alternative Management System, a national system that promotes packaging recycling and reuse. We especially strive to increase the use of recyclable materials in our packaging, selecting paper packaging from certified FSC and r-PET suppliers. In line with the technological advancements and regulatory requirements, we systematically incorporate new packaging materials and production methods with a smaller environment footprint. Since 2016, we have also adopted sorting, collection and recycling practices in our facilities, further strengthening our environmental awareness and actions.

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Generated waste (tn) (DELTA)

2024

	Generated waste	Quantity diverted from disposal	Quantity disposed
Hazardous waste			
Fluorescent lamps and other waste containing mercury	0.2	0.2	-
Non-chlorinated mineral oils, containing hazardous substances	1,778	1,778	-
Lead batteries	2,002	2,002	-
Batteries and accumulators referred to in codes 16 06 01, 16 06 02, 16 06 03 and unsorted batteries and accumulators containing these batteries	0.07	0.07	-
Non-chlorinated machine oils, gearbox lubricants, and mineral-based greases	3.9	3.9	-
Laboratory chemical waste that is either classified as hazardous or contains hazardous substances, including mixtures of laboratory chemical waste	0.05	-	0.05
Absorbent materials, filter materials (including oil filters that are not otherwise classified), sweeping residues, and protective clothing that has been contaminated by hazardous substances	0.2	0.2	-
Discarded equipment containing chlorofluorocarbons (CFCs)	64.6	64.6	-
Discarded electrical and electronic equipment	0.005	0.005	-
Waste requiring specialized collection and disposal under specific legislative requirements related to the prevention of infections	0.08	-	0.08
Solvent mixtures	0.1	0.1	-

Non-hazardous Waste (tn) (DELTA)

	2024			2023		
	Total quantity	For recovery/recycling	For disposal	Total quantity	For recovery/recycling	For disposal
Sludge from on-site effluent treatment	1,062	1,032	29,517	7,508	7,508	-
Materials unsuitable for consumption or processing (milk)	4,453.8	4,453.8	-	8,056.5	7,330.7	725.76
Materials unsuitable for consumption or processing (juice and tea)	1,003	1,003	-	897.5	897.5	-
Mixed packaging	441.6	441.6	-	440.8	440.8	-
Mixed municipal waste	202.9	-	202.9	338	206.4	131.6
Materials unsuitable for consumption or processing	1,225	1,225	-	-	-	-
Recyclable waste	685.3	685.3	-	2,095	2,095	-
Hazardous waste	73.6	73.6	0.1	8.8	7.8	1.06



At our subsidiaries, GATTEGNO, EUROFEED and KOURELLAS, if during the transportation of liquid dairy products (fresh milk, condensed milk, cream), deterioration occurs and the customer is unable to receive the shipment, the product is disposed of at a biogas plant for biogas production.

100% of our hazardous waste is collected by license

At the same time, we have achieved our goal for zero waste directed to landfills, taking into consideration our Zero Waste to Landfill Gold award. We continue to invest in reducing the waste we generate and increasing the use of recyclable materials in our packaging, reconfirming our commitment to sustainable development.

Since 2023, we have been participating in the “Into the Loop” program, an initiative by the Thrace Plastics Group, which involves the return and recycling of clean plastic packaging materials.

Packaging



A critical part of our sustainable development strategy is the design and selection of environmental responsible packaging. Packaging plays a crucial role in maintaining the excellent quality and safety of food throughout transport and storage.

Packaging materials are chosen on the basis of strict criteria, to ensure compliance with national and European law, primarily for materials that come into contact with foodstuffs, as well as all other packaging materials in use, while preserving their organoleptic and nutritional qualities throughout their shelf-life.

Our experts in our Research & Development Department are responsible for monitoring the legislation and identifying and evaluating new and innovative packaging materials and related technologies, which combine high functionality, safety and environmental responsibility. Through these initiatives, we reinforce the circular economy and actively contribute to creating a sustainable and safe nutritional system.

In 2024, we recruited packaging material experts in our R&D Department, which has the following responsibilities:



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Initiatives for the promotion of sustainable packaging

- Continuous increase of paper use from recycled raw materials vs virgin raw materials.
- Use, where possible, of paper packaging from suppliers certified by FSC.
- Early use of tethered caps on all our bottles, before the mandatory implementation of the relevant legislation.
- Gradual phasing out of materials that hinder recycling and transition to materials that are more environmentally friendly.
- Design of new tea bottle, with 16% less weight at the 1.5L format.
- Compliance with the applicable provisions of the law and using primarily clear plastic materials that are considered more environmentally friendly and recyclable, providing increased reuse potential.
- Reduction of the weight of the plastic used in bottled products.
- Continuous updating of new production materials and technologies, organization of certification tests aimed at reducing emissions and promoting the circular economy.
- Implementation of recyclability criteria to all packaging materials, which are revised depending on technological developments and legislative requirements.
- Packaging weight optimization program, ensuring product safety.
- Palletization and handling materials optimization actions.
- Simplifying the production process, using common caps on multiple yogurt and yogurt dessert formats.
- Use of recycled PET in all our bottles since December 2024, earlier than legally required.
- Reducing weight in TTM and Complet cups & using monomaterials in cup labels.
- Use of monomaterials in all bottles of our products using sleeves (PET bottle/ PET sleeve).

In 2024, all plastic bottles (PET) of our products contained recycled plastic (rPET) at rates greater than the legal requirements of 2025.

In 2024, with focused interventions on the packaging materials of our products, we used 276 tn less virgin plastic and 193 tn less virgin paper.

In 2024 we successfully transitioned to tethered caps in all our product ranges, to comply with the law and meet our national environmental targets.



In 2024, we further managed to:

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○ **Use 90% recycled paper in yogurt packs.**
With this change, we significantly reduce the virgin paper used, achieving annual savings of 192.8 tn of paper.

○ **Inclusion of 30% biobased PP in the Vitaline & Vitaline GO Protein cups.**
This initiative was accompanied by the ISCC (International Sustainability & Carbon Certification) and helps save 15.74 tn of plastic.

○ **Reduction of the weight of the Vitaline GO Protein Strained cups.**
This initiative was launched in March 2024 and results in the reduction of the use of 78 kg of plastic (0.07 tn).

○ **Reduction of the weight of Complet cups, saving 99.4 kg (0.099 tn) of plastic.**

○ **Reduction of weight of preforms TTM and overcap.**
This change contributes to annually saving 181.43 tons of plastic, significantly reducing the use of virgin materials.

○ **Use of 35% recycled PET (r-PET) in preforms Milko.**
The implementation of this practice leads to annually saving 78.8 tons of plastic, supporting the sustainability of production.

○ **Assessment of 35% of DELTA's milk.**
The milk is checked based on welfare, biosecurity and carbon footprint criteria, enhancing transparency and quality.

Total packaging material quantities for 2024 (tn)

2024	
NON-RENEWABLE MATERIALS	
PLASTIC	4,484
ALUMINIUM	60
FERROUS METALS	267
RENEWABLE MATERIALS	
PAPER	2,003
PLASTIC-BASED PACKAGING	17
TETRAPAK	1,910
TOTAL	8,742

Total packaging material quantities for 2024 (tn)

2024	
NON-RENEWABLE MATERIALS	
PLASTIC	13.8
RENEWABLE MATERIALS	
WOOD	12.1
TOTAL	25.9

Total packaging material quantities for 2024 (tn)

2024	
NON-RENEWABLE MATERIALS	
POLYPROPYLENE PLASTIC	37
ALUMINIUM	0.3
COMPOSITE PACKAGING WITH PLASTIC AS MAIN MATERIAL	38
RENEWABLE MATERIALS	
PAPER	227
TOTAL	303



Supply Chain Management



We attach particular importance on promoting a sustainable supply chain framework, which is fundamental to achieving our corporate objectives. A sustainable supply chain is based on mutual trust and the development of partnerships that will bring value to our Company, prioritizing the local community, sustainability, and the safety and quality of our products

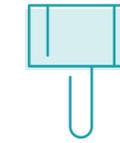
Within 2024, we continued to implement the new Code of Conduct for Suppliers and Partners, which is included in each new contract to be signed, while all existing suppliers are required to sign it. The Code ensures that all our partners adhere to our standards and values. At the same time, we regularly assess our suppliers using questionnaires, to assure their compliance with the principles of responsible operation.

The Supplier Code of Conduct sets out the basic standards and rules of our partnership, as well as the criteria that must be met during the process of selecting new suppliers of raw and auxiliary materials in accordance with our Company's non-negotiable business principles, and any deviation from the above Code shall bring about the end of our partnership with the supplier.

In 2024, our Company translated its commitment to enhanced transparency and responsibility across the supply chain into action by fully implementing the Supplier Code of Conduct and establishing a Sustainable Procurement Policy.

In 2024 we introduced our Sustainable Procurement Policy, with the aim of supporting responsible practices across our supply chain. This policy sets out the criteria that govern all aspects of environmental management, social responsibility and corporate governance, ensuring that our partnerships align with the principles of sustainability.

DELTA's partners and suppliers are required to:



Fully comply with applicable laws.



Implement the Supplier and Partner Code of Conduct regarding legal, regulatory, professional, and business standards.



Adhere to DELTA's Human Rights Policy.



Ensure their activities comply with relevant legislative and regulatory requirements, as well as corporate standards on anti-corruption, bribery, and conflicts of interest.



Align their business practices with internationally recognized principles of the United Nations Global Compact (UNGC).

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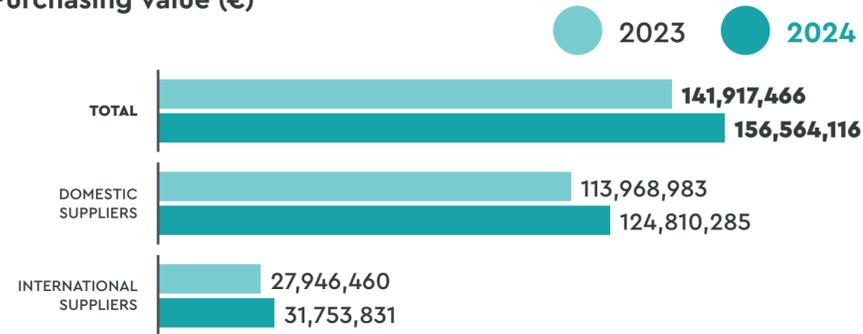
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Purchasing value (€)



Number of suppliers



Domestic suppliers accounted for 89% of all suppliers, receiving 80% of total expenditures in 2024.

NEW INNOVATIVE SUSTAINABILITY STANDARDS IN DAIRY PRODUCTION: DELTA is already assessing 35% of its milk based on carbon footprint

In 2024, we launched a pioneering five-year program for the assessment of all partner cattle breeding units, aimed at ensuring a transparent and evidence-based evaluation of their sustainability performance. Already in the first year of implementation, 35% of the milk used by DELTA was produced by farms participating in this assessment process.

The evaluation is based on three critical pillars: animal welfare, biosecurity and environmental footprint, and is carried out through on-site visits, detailed questionnaires and rigorous assessment of farming practices, in

collaboration with the Agricultural University of Athens. This initiative forms an integral part of the "GAIA" Action Plan, a key pillar of DELTA's sustainability strategy, aimed at promoting responsible and sustainable livestock farming practices. This initiative forms part of our broader effort to reduce our environmental footprint across the entire value chain, through targeted actions to lower our carbon footprint by 2030, in line with the international Science Based Targets initiative (SBTi).



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Annexes



Annex I: Human Resources Data

EMPLOYEES AND DISTRIBUTION PER GENDER AND AREA

DELTA	2023			2024				2023			2024				2023			2024							
	Men	Women	Total	Men	Women	Total		Men	Women	Total	Men	Women	Total		Men	Women	Total	Men	Women	Total					
Attica							Florina/ Trikala/ Xanthi/ Lechaina						Serres												
Permanent employees	487	117	604	473	120	593	Permanent employees	3	1	4	3	1	4	Permanent employees	8	0	8	9	0	9					
Temporary employees	3	1	4	4	0	4	Temporary employees	0	0	0	0	0	0	Temporary employees	0	0	0	0	0	0					
Non-guaranteed hours employees	0	0	0	0	0	0	Non-guaranteed hours employees	0	0	0	0	0	0	Non-guaranteed hours employees	0	0	0	0	0	0					
Full-time employees	490	118	608	477	120	597	Full-time employees	2	1	3	3	1	4	Full-time employees	8	0	8	9	0	9					
Part-time employees	0	0	0	0	0	0	Part-time employees	1	0	1	0	0	0	Part-time employees	0	0	0	0	0	0					
Number of employees (total)	490	118	608	477	120	597	Number of employees (total)	3	1	4	3	1	4	Number of employees (total)	8	0	8	9	0	9					
Thessaloniki							Lamia						2023			Men			Women			Total			
Permanent employees	202	28	230	218	31	249	Permanent employees	49	16	65	53	16	69	NUMBER OF EMPLOYEES (GRAND TOTAL)			754			166			920		
Temporary employees	1	3	4	1	0	1	Temporary employees	0	0	0	1	0	1	2024			Men			Women			Total		
Non-guaranteed hours employees	0	0	0	0	0	0	Non-guaranteed hours employees	0	0	0	0	0	0	NUMBER OF EMPLOYEES (GRAND TOTAL)			761			168			929		
Full-time employees	203	31	234	219	31	250	Full-time employees	49	16	65	54	16	70												
Part-time employees	0	0	0	0	0	0	Part-time employees	0	0	0	0	0	0												
Number of employees (total)	203	31	234	219	31	250	Number of employees (total)	49	16	65	54	16	70												



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EMPLOYEES AND DISTRIBUTION PER GENDER AND AREA

EUROFEED	2023			2024		
	Men	Women	Total	Men	Women	Total
Permanent employees	15	1	16	13	1	14
Temporary employees	0	0	0	0	0	0
Non-guaranteed hours employees	0	0	0	0	0	0
Full-time employees	5	1	6	5	1	14
Part-time employees	10	0	10	8	0	0
Number of employees (total)	15	1	16	13	1	14

EMPLOYEES AND DISTRIBUTION PER GENDER AND AREA

	2024					
	COLD SIN			KOURELLAS		
	Men	Women	Total	Men	Women	Total
Permanent employees	8	5	13	32	14	46
Temporary employees	0	0	0	1	0	0
Non-guaranteed hours employees	0	0	0	0	0	0
Full-time employees	8	5	13	33	14	47
Part-time employees	0	0	0	0	0	0
Number of employees (total)	8	5	13	33	14	47

EMPLOYEES AND DISTRIBUTION PER GENDER AND AREA

GATTEGNO	2023			2024		
	Men	Women	Total	Men	Women	Total
Permanent employees	10	12	22	9	12	21
Temporary employees	0	0	0	0	0	0
Non-guaranteed hours employees	0	0	0	0	0	0
Full-time employees	10	10	20	9	10	19
Part-time employees	0	2	2	0	2	2
Number of employees (total)	10	12	22	9	12	21

AGE DISTRIBUTION OF HUMAN RESOURCES 2024

	DELTA			EUROFEED			GATTEGNO		
	<30	30-50	>51	<30	30-50	>51	<30	30-50	>51
Men	44	348	369	0	8	5	0	3	6
Women	26	93	49	0	0	1	0	7	5
TOTAL	70	441	418	0	8	6	0	10	11

AGE DISTRIBUTION OF HUMAN RESOURCES 2024

	COLD SIN			KOURELLAS		
	<30	30-50	>51	<30	30-50	>51
Men	0	3	4	3	22	7
Women	0	4	1	1	9	4
TOTAL	0	7	5	4	31	11

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EMPLOYEES AND DISTRIBUTION PER RANK AND AGE									
DELTA	2024								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
C-Suite	0	0	0	2	2	4	2	1	3
Senior and Middle Management	4	6	10	29	31	60	40	10	50
Administrative Personnel	6	4	10	49	32	81	43	21	64
Workers and Foremen	34	16	50	268	28	296	284	17	301
TOTAL	44	26	70	348	93	441	369	49	418

EMPLOYEES AND DISTRIBUTION PER RANK AND AGE									
EUROFEED	2024								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
C-Suite	0	0	0	0	0	0	0	0	0
Senior and Middle Management	0	0	0	1	0	1	0	0	0
Administrative Personnel	0	0	0	1	0	1	0	1	1
Workers and Foremen	0	0	0	6	0	6	5	0	5
TOTAL	0	0	0	8	0	8	5	1	6

EMPLOYEES AND DISTRIBUTION PER RANK AND AGE									
2024									
Rank	GATTEGNO								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
C-Suite	0	0	0	0	0	0	0	0	0
Senior and Middle Management	0	0	0	1	0	1	0	2	2
Administrative Personnel	0	0	0	1	6	7	1	3	4
Workers and Foremen	0	0	0	1	1	2	5	0	5
TOTAL	0	0	0	3	7	10	6	5	11
Rank	COLD SIN								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
C-Suite	0	0	0	0	0	0	0	0	0
Senior and Middle Management	0	0	0	0	0	0	1	0	1
Administrative Personnel	0	0	0	3	4	7	3	1	4
Workers and Foremen	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0	3	4	7	4	1	5
Rank	KOURELLAS								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
C-Suite	0	0	0	0	0	0	0	0	0
Senior and Middle Management	0	0	0	1	1	2	0	0	0
Administrative Personnel	0	0	0	3	1	4	1	0	1
Workers and Foremen	3	1	4	18	7	25	6	4	10
TOTAL	3	1	4	22	9	31	7	4	11

TOTAL HIRES PER REGION, GENDER AND AGE

Area	2024								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
DELTA									
Attica	13	8	21	25	18	43	9	1	10
Thessaloniki	8	3	11	13	1	14	7	0	7
Imathia	0	0	0	0	0	0	0	0	0
Lamia	1	1	2	7	4	11	3	1	4
Serres	0	0	0	0	0	0	0	0	0
Trikala/ Xanthi/ Lechaina	0	0	0	0	0	0	0	0	0
TOTAL	22	12	34	45	23	68	19	2	21
Recruitment rate %	50%	46%	49%	13%	19%	14%	5%	4%	5%
EUROFEED									
Attica	0	0	0	0	0	0	0	0	0
TOTAL	0	0	0						
Recruitment rate %	0%	0%	0%	0%	0%	0%	0%	0%	0%

TOTAL HIRES PER REGION, GENDER AND AGE

Area	2024								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
GATTEGNO									
Attica	0	0	0	1	0	1	1	0	1
TOTAL	0	0	0	1	0	1	1	0	1
Recruitment rate %	0%	0%	0%	33%	0%	10%	17%	0%	9%
COLD SIN									
Attica	0	0	0	4	2	6	2	0	2
TOTAL	0	0	0	4	2	6	2	0	2
Recruitment rate %	0%	0%	0%	133%	50%	86%	50%	0%	40%
KOURELLAS									
Thessaloniki	0	4	4	2	1	3	0	0	0
Grevena	6	1	7	9	4	13	1	2	3
TOTAL	6	5	11	11	5	16	1	2	3
Recruitment rate %	200%	500%	275%	50%	56%	59%	14%	50%	30%

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TOTAL DEPARTURES PER REGION, GENDER AND AGE									
Area	2024								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
DELTA									
Attica	11	5	16	24	15	39	24	5	29
Thessaloniki	3	4	7	5	0	5	4	0	4
Imathia	0	0	0	0	0	0	0	0	0
Lamia	1	0	1	2	5	7	3	1	4
Serres	0	0	0	0	0	0	1	0	1
Trikala/ Xanthi/ Lechaina	0	0	0	1	0	1	0	0	0
TOTAL	15	9	24	32	20	52	32	6	38
Turnover rate %	34%	35%	34%	10%	16%	11%	9%	12%	9%
EUROFEED									
Attica	0	0	0	2	0	2	0	0	0
TOTAL	0	0	0	2	0	2	0	0	0
Turnover rate %	0%	0%	0%	25%	0%	25%	0%	0%	0%

TOTAL DEPARTURES PER REGION, GENDER AND AGE									
Area	2024								
	<30			30-50			>51		
	Men	Women	Total	Men	Women	Total	Men	Women	Total
GATTEGNO									
Attica	0	0	0	0	0	0	3	0	3
TOTAL	0	0	0	0	0	0	3	0	3
Turnover rate %	0%	0%	0%	0%	0%	0%	50%	0%	27%
COLD SIN									
Attica	0	0	0	1	0	1	1	0	1
TOTAL	0	0	0	1	0	1	1	0	1
Turnover rate %	0%	0%	0%	33%	0%	14%	25%	0%	20%
KOURELLAS									
Thessaloniki	1	4	5	1	0	1	0	0	0
Grevena	6	2	8	4	5	9	1	2	3
TOTAL	7	6	13	5	5	10	1	2	3
Turnover rate %	233%	600%	325%	23%	56%	32%	14%	50%	27%

PARENTAL LEAVE 2024		
DELTA	Men	Women
Total employees eligible for parental leave	11	8
Total employees who took parental leave	11	8
Total employees who returned to work during the reporting period after parental leave	11	6
Total employees who remained employed 12 months after returning from parental leave	2	2
Return to work rate	100%	75%
Retention rate of employees who took parental leave	18%	33%

PARENTAL LEAVE 2024		
EUROFEED	Men	Women
Total employees eligible for parental leave	0	0
Total employees who took parental leave	0	0
Total employees who returned to work during the reporting period after parental leave	0	0
Total employees who remained employed 12 months after returning from parental leave	0	0
Return to work rate	0%	0%
Retention rate of employees who took parental leave	0%	0%

PARENTAL LEAVE 2024						
	GATTEGNO		COLD SIN		KOURELLAS	
	Men	Women	Men	Women	Men	Women
Total employees eligible for parental leave	0	0	0	0	0	0
Total employees who took parental leave	0	0	0	0	0	0
Total employees who returned to work during the reporting period after parental leave	0	0	0	0	0	0
Total employees who remained employed 12 months after returning from parental leave	0	0	0	0	0	0
Return to work rate	0%	0%	0%	0%	0%	0%
Retention rate of employees who took parental leave	0%	0%	0%	0%	0%	0%

TOTAL TRAINING HOURS PER RANK*						
DELTA	2023			2024		
	Men	Women	Total	Men	Women	Total
C-Suite	25	6	31	20	30.73	51
Senior and Middle Management	1,697	622	2,319	1,077.59	1,844.31	2,922
Administrative Personnel	172	4	176	413.73	442.28	661
Workers and Foremen	1,112	192	1,304	810	96.15	510
TOTAL	3,006	824	3,830	1,750	2,393.47	4,143.64

TOTAL TRAINING HOURS PER RANK*						
EUROFEED	2023			2024		
	Men	Women	Total	Men	Women	Total
C-Suite	0	0	0	0	0	0
Senior and Middle Management	0	0	0	2	0	2
Administrative Personnel	0	0	0	2	4.92	7
Workers and Foremen	24	0	24	1	0	1
TOTAL	24	0	24	5	4.92	10.17

TOTAL TRAINING HOURS PER RANK*						
GATTEGNO	2023			2024		
	Men	Women	Total	Men	Women	Total
C-Suite	0	0	0	0	0	0
Senior and Middle Management	0	0	0	1	2	3
Administrative Personnel	0	0	0	1	11.26	12
Workers and Foremen	0	0	0	0	0	0
TOTAL	0	0	0	2	13.26	15.26

TOTAL TRAINING HOURS PER RANK*						
	2024					
	COLD SIN			KOURELLAS		
	Men	Women	Total	Men	Women	Total
C-Suite	0	6	0	0	0	0
Senior and Middle Management	3	1	4	80	80	160
Administrative Personnel	7	2	9	0	0	0
Workers and Foremen	0	0	0	80	80	160
TOTAL	10	3	13	160	160	320

PERCENTAGE OF PERSONS IN THE ORGANIZATION'S GOVERNANCE BODIES															
	2023														
	DELTA			EUROFEED			GATTEGNO			COLD SIN			KOURELLAS		
	<30	30-50	>51	<30	30-50	>51	<30	30-50	>51	<30	30-50	>51	<30	30-50	>51
Men	0	1	5	0	0	4	0	2	1	0	2	2	0	3	3
Women	0	0	0	0	0	1	0	0	0	0	0	0	0	2	1
TOTAL	0	1	5	0	0	5	0	2	1	0	2	2	0	5	4
Percentage Women %	0%	0%	0%	0%	0%	20%	0%	0%	0%	0%	0%	0%	0%	40%	25%
Percentage Men %	0%	100%	100%	0%	0%	80%	0%	100%	100%	0%	100%	100%	0%	60%	75%

Annex II: 2021 GRI Standards Table

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STATEMENT OF USE			DELTA HAS PREPARED THE 2024 ESG REPORT ACCORDING TO THE GRI STANDARDS FOR THE PERIOD FROM 1/1/2024 TO 31/12/2024			
USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
General Disclosures						
GRI 2: General Disclosures 2021	2-1 Organizational details	pp. 09-14,115	The gray cell indicates that reasons for omission are not permitted for this disclosure.			✓
	2-2 Entities included in the organization's sustainability reporting	pp. 03,115				✓
	2-3 Reporting period, frequency and contact point	p. 115				✓
	2-4 Restatements of Information	pp. 15, 63-65, 80-83, 115				✓
	2-5 External Assurance	p. 115				✓
	2-6 Activities, value chain, other business relationships	pp. 9-15, 96-97				✓
	2-7 Employees	pp. 51-56				✓
	2-8 Workers who are not employees	pp. 51-56				✓
	2-9 Governance structure and composition	pp. 20-23				✓
	2-10 Nomination and selection of the highest governance body	pp. 20-23				✓
	2-11 Chair of the highest governance body	pp. 20-23				✓
	2-12 Role of the highest governance body in overseeing management of impacts	p. 30				✓
	2-13 Delegation of responsibility for managing impacts	p. 30				✓

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
General Disclosures						
GRI 2: General Disclosures 2021	2-14 Role of the highest governance body in sustainability reporting	p. 30				✓
	2-15 Conflicts of interest	pp. 25-27				✓
	2-16 Communication of critical concerns	pp. 25-27				✓
	2-17 Collective knowledge of the highest governance body	p. 30				✓
	2-18 Evaluation of the performance of the highest governance body	p. 30				✓
	2-19 Remuneration policies	pp. 20-23				✓
	2-20 Process to determine remuneration	pp. 20-23				✓
	2-21 Annual total compensation ratio		Yes	Confidentiality restrictions	The organization aims to protect the confidentiality of sensitive information and data, to ensure compliance with applicable legislation, including aspects related to privacy and data protection.	
	2-22 Statement on sustainable development strategy	pp. 03,29				✓

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
General Disclosures						
GRI 2: General Disclosures 2021	2-23 Policy commitments	pp. 10,25-27, 66-73, 79				✓
	2-24 Embedding policy commitments	pp. 25-27, 66-73				✓
	2-25 Processes to remediate negative impacts	pp. 25-27				✓
	2-26 Mechanisms for seeking advice and raising concerns	pp. 25-27				✓
	2-27 Compliance with Laws and Regulations	p. 24				✓
	2-28 Membership associations	p. 19				✓
	2-29 Stakeholder engagement	p. 32				✓
	2-30 Collective bargaining agreements	p. 51				✓
Material topics						
GRI 3: Material topics 2021	3-1 Process to determine material topics	pp. 36, 115	The gray cell indicates that reasons for omission are not permitted for this disclosure.			✓
	3-2 List of material topics	pp. 36, 115				✓
Employee Health and Safety						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 42-49				
	GRI 403: Health and safety 2018	403-1 Occupational health and safety management system	pp. 63-65			
		403-2 Hazard identification, risk assessment, and incident investigation	pp. 63-65			
	403-3 Occupational health services	pp. 63-65				✓

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Employee Health and Safety						
GRI 403: Health and safety 2018	403-4 Worker participation, consultation, and communication on occupational health and safety	pp. 63-65				✓
	403-4 Worker training on occupational health and safety	pp. 63-65				✓
	403-6 Promotion of worker health	pp. 63-65				✓
	403-7 Prevention and mitigation of occupational health and safety impacts directly linked by business relationships	pp. 63-65				✓
	403-9 Work-related injuries	pp. 63-65				✓
	403-10 Work-related ill health	pp. 63-65				✓
Product Quality and Safety						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 42-49				
GRI 416: Customer health and safety 2016	416-1 Assessment of the health and safety impacts of product and service categories	pp. 42-49				
	416-2 Incidents of non-compliance concerning the health and safety impacts of products and services	pp. 42-49				✓
GRI 417: Promotion and labelling 2016	417-1 Requirements for product and service information and labelling	pp. 42-49				
	417-2 Instances of non-compliance concerning product and service information and labelling	pp. 42-49				
	417-3 Incidents of non-compliance concerning marketing communications	pp. 42-49				

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Energy management						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 84-87				
GRI 302: Energy 2016	302-1 Energy consumption within the organization	pp. 84-87				✓
	302-4 Reduction of energy consumption	pp. 84-87				
Support for the Primary Sector						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 70-73				
Internal index	Approach to primary sector support	pp. 70-73				
Climate change adaptation and mitigation						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 80-83				
GRI 305: Emissions 2016	305-1 Direct (scope 1) GHG emissions	pp. 80-83				✓
	305-2 Energy Indirect (scope 2) GHG emissions	pp. 80-83				✓
	305-3 Energy Indirect (scope 3) GHG emissions	pp. 80-83				
	305-4 GHG Emissions Intensity	pp. 80-83				
	305-5 Reduction of GHG emissions	pp. 80-83				

* Greenhouse gas emissions calculations are in line with GHG Protocol, which was developed through a partnership between the World Resources Institute (WRI) and the World Business Council for Sustainable Development (WBCSD).

1. Location-based emissions: The emission factor used is sourced from the relevant DAPEEP publication and refers to the CO2e emission factor for Greece's residual energy mix for 2022.
2. Market-based emissions: The emission factor corresponds to the energy market in Greece and is sourced from the International Energy Agency (IEA) database for 2022.

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
			Omission			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Diversity, Equity & Inclusion						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 20, 51-55, 63-69, 101				
GRI 405: Diversity and equal opportunity 2016	405-1 Diversity of governance bodies and employees	pp. 20,51-55, 101				✓
	405-2 Ratio of basic salary and remuneration of women to men	pp. 20,51-55, 101				
GRI 406: Non- discrimination 2016	406-1 Incidents of discrimination and corrective actions taken	pp. 51-55, 66-69				✓
	401-1 New employee hires and employee turnover	pp. 51-55				
GRI 401: Labor 2016	401-2 Benefits provided to full-time employees that are not provided to temporary or part-time employees	pp. 51-55, 63-65				
	401-3 Parental leave	pp. 51-55				
Air, water and soil pollution						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 80-83				
GRI 305: Emissions 2016	305-7 Nitrogen oxides (NOX), sulphur oxides (SOX) and other significant air emissions	pp. 80-83				

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Circular economy and waste management						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 90-91				
GRI 306: Waste 2020	306-1 Waste generation and significant waste-related impacts	pp. 90-91				
	306-2 Management of significant waste-related impacts	pp. 90-91				
	306-3 Waste generated	pp. 90-91				
	306-4 Waste diverted from disposal	pp. 90-91				
	306-5 Waste directed to disposal	pp. 90-91				
Anti-corruption ethics and practices						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 25-27				
GRI 205: Anti-corruption 2016	205-2 Communication and training about anti-corruption policies and procedures	pp. 25-27				
	205-3 Confirmed incidents of corruption and actions taken	pp. 25-27				✓
Regulatory compliance						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 24-27				
GRI 418: Customer Privacy 2016	418-1 Substantiated complaints concerning breaches of customer privacy and losses of customer data	p. 24				✓
GRI 206: Anti-competitive behavior 2016	206-1 Legal actions for anti-competitive conduct, antitrust and monopoly practices	pp. 25-27				✓

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
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GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Training and Development						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 57-62				
GRI 404: Training and further education 2016	404-1 Average hours of training per year per employee	pp. 57-60				
	404-2 Programs for upgrading employee skills and transition assistance programs	pp. 61-62				✓
High nutritional value products						
GRI 3: Material topics 2021	3-3 Management of material topics	pp. 47-49				
FP 7	Balanced diet and products of a high nutritional value	pp. 47-49				
High nutritional value products						
GRI 201: Economic performance 2016	201-1 Direct economic value generated and distributed	pp. 15-18				
Water management						
GRI 303: Water and waste 2018	303-1 Interactions with water as a shared resource	pp. 88-89				
	303-2 Management of water discharge-related impacts	pp. 88-89				
	303-3 Water withdrawal	pp. 88-89				
	303-4 Water disposal	pp. 88-89				
	303-5 Water consumption	pp. 88-89				

USE OF GRI 1			GRI 1: FOUNDATION 2021			
APPLICABLE INDUSTRY STANDARD GRI			-			
GRI Standards	Disclosures	Page	Omissions of Requirements	Reason	Explanation	External Assurance
Social contribution						
GRI 413: Local Communities 2016	413-1 Operations with local community engagement, impact assessments and development programs	pp. 68-70				
Supply Chain Management						
GRI 204: Procurement practices 2016	204-1 Proportion of spending on local suppliers	pp. 96-97				
GRI 203: Indirect economic impacts 2016	203-2 Significant indirect economic impacts	pp. 15-18, 96-97				
Animal welfare						
GRI 304: Biodiversity 2016	304-2 Significant Impacts of Activities, Products, and Services on Biodiversity	p. 74				
Internal index	Approach to animal welfare	p. 74				
Human Rights						
Internal index	Approach to defending human rights	p. 66				
Packaging						
GRI 301: Materials 2016	301-1 Materials used by weight or volume	pp. 92-95				
	301-2 Recycled input materials used	pp. 92-95				
	301-3 Reclaimed products and their packaging materials	pp. 92-95				

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This report constitutes the **9th DELTA Sustainability Report** and is available on the company's website. It presents our strategy, priorities, and the full scope of corporate actions related to sustainable development, highlighting our commitment to continuous progress and the creation of long-term added value for all our stakeholders.

Scope

This Report contains information on **DELTA FOODS SINGLE-MEMBER S.A.** and its subsidiaries **EUROFEED S.A.**, **D. S. GATTEGNO & SON S.A.**, **KOURELLAS S.A.**, and **COLD SIN S.A.**. More specifically, the 2024 information concern DELTA activities (company headquarters, production facilities, and the milk collection center) and the subsidiaries EUROFEED, GATTEGNO, KOURELLAS and COLD SIN.

Report Details

The aim of this Report is to provide verified and comprehensive information on DELTA's actions, performance, and commitments regarding environmental, social, and governance (ESG) matters. It covers the period from 01/01/2024 to 31/12/2024, and includes quantitative and qualitative data for DELTA subsidiaries and sector-specific insights.

Content

This Report has been prepared in accordance with the new **GRI Universal Standards (GRI 1, GRI 2, GRI 3)** and **GRI Topic Standards**, also taking into consideration global standards and frameworks, including the **SASB Standards**, the Ten (10) **Principles of the United Nations Global Compact**, the **10000AP (2018)** Accountability Principles Standard, while presenting the connection the **17 UN Sustainable Development Goals (SDGs)**.

The **Double Materiality** process has played a key role in shaping the content of this report, focusing on the most significant issues concerning stakeholders and social partners, as well as those with substantial environmental, social, and economic impacts.

Changes Compared to Previous Years

In this year's ESG Report, the structure of the information follows the new **GRI Standards**, which have been in effect since **1/1/2023**, enhancing the structure and presentation of material topics.

Independent Assurance

The Report is subject to external assurance by an independent organization, specifically the Inspection, Certification, and Training Body TÜV HELLAS (TÜV NORD) S.A., to ensure that the Report has been prepared in accordance with the Sustainability Reporting Guidelines of the GRI Universal Standards 2021, covering specific disclosures (indicators) of the GRI Topic Standards, and aligning with standard 10000AP(2018), which is ensured through AA1000AS v.3. The External Assurance Report is included on page 118 of the present Report.

For any comments, feedback, or suggestions regarding the content of this Report, please contact us using the following details:

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Annex IV: UN Global Compact Table

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UN GLOBAL COMPACT PRINCIPLES	DESCRIPTION OF PRINCIPLES	REPORT CHAPTER
Principle 1	Businesses should support and respect the protection of internationally proclaimed human rights.	Creating a Positive Impact
Principle 2	Businesses should make sure they are not complicit in human rights abuses.	Creating a Positive Impact
Principle 3	Businesses should uphold the freedom of association and the effective recognition of the right to collective bargaining.	Creating a Positive Impact
Principle 4	Businesses should make sure they are not complicit in human rights abuses.	Creating a Positive Impact
Principle 5	Businesses should uphold the effective abolition of child labor.	Creating a Positive Impact
Principle 6	Businesses should uphold the elimination of discrimination in respect of employment and work.	Creating a Positive Impact
Principle 7	Businesses should support a precautionary approach to environmental challenges.	Developing Business Resilience
Principle 8	Businesses should undertake initiatives to promote greater environmental responsibility.	Developing Business Resilience
Principle 9	Businesses should encourage the development and diffusion of environmentally friendly technologies.	Developing Business Resilience
Principle 10	Businesses should work against corruption in all its forms, including extortion and bribery.	Corporate Governance

Annex V: AA1000AP (2018) AccountAbility Principles Table

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Annex VI: Independent External Assurance Report

To: Management of DELTA FOODS SINGLE MEMBER S.A.

1. Scope of the External Assurance project of the Sustainability Report

DELTA FOODS SINGLE MEMBER S.A. Company (hereinafter referred to as **DELTA**) has assigned **TÜV HELLAS (TÜV NORD) SA** (hereinafter referred to as **TÜV NORD HELLAS**) the limited external assurance of the Sustainable Development Report, which covers the period of 1/1/2024-31/12/2024.

The information in the Sustainability Report concerns the company DELTA FOODS SINGLE MEMBER S.A. and its subsidiaries EVROTROFES SA, GATENIO D. S. & SON SA, KOURELLAS SA. and COLD SIN A.E. More specifically, the figures presented for 2024 concern DELTA (company offices, factories, and milk collection center) and the subsidiaries EVROTROFES, GATENIO, KOURELLAS & COLD SIN.

The scope of the project consists of the following:

- A. The external assurance of the information disclosed to confirm that the Sustainability Report of **DELTA** for 2024 has been prepared **"In Accordance"** with the **GRI Universal Standards 2021**.
- B. The provision of external assurance service about the accuracy of the claims mentioned for specific numerical indicators that **DELTA** reported at the Sustainability Report Chapters, based on the **GRI Topic Standards**, as follows: GRI 205-3, GRI 206-1, GRI 302-1, GRI 305-1, GRI 305-2, GRI 403-2, GRI 403-3, GRI 403-4, GRI 403-5, GRI 403-6, GRI 403-7, GRI 403-9, GRI 403-10, GRI 404-2, GRI 405-1, GRI 406-1, GRI 416-2, GRI 418-1.
- C. The control of the adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in **AA1000AP (2018)**.

The limited external assurance as it is defined by the above project scope, refers to the Sustainability Report of **DELTA** for 2024 and it was conducted based on the corresponding correlation table of **GRI Standards** Indicators stated by **DELTA**, to confirm that the Sustainability Report has been prepared **"In Accordance"** with the **GRI Universal Standards 2021**, as well as the requirements of **AA1000AP (2018)**.

2. Project Criteria

The external assurance was based on the evaluation of conformity with the requirements of the following guiding standards:

- A. **GRI Universal Standards 2021**
- B. **GRI Topic Standards**
- C. **AA1000AP (2018)**

For the evaluation of conformity to the requirements of **AA1000AP (2018)**, the provisions of the guide AA1000 Assurance Standard (**AA1000AS v3**) were followed. More specifically, the Type 2-Moderate level of external assurance was followed. According to this, the level of conformity to the Accountability Principles, as they are stated within **AA1000AP (2018)**, was checked, while the reliability and quality of sustainability performance information based on basic sampling of limited range, was simultaneously assured.

3. Project methodology

Based on the conformance criteria of paragraph 2 and to draw conclusions, the external assurance team of **TÜV NORD HELLAS** conducted the following (indicative and not restrictive) methodology:

- Reviewed the coverage of the **"In Accordance"** with the GRI Universal Standards 2021 requirements, as they are described within the **GRI 1: Foundation 2021, GRI 2: General Disclosures 2021, GRI 3: Material Topics 2021**.
- Reviewed the procedures followed by **DELTA** to identify and determine the material issues to include them within the Sustainability Report.
- Reviewed the analysis of the essential issues of Sustainable Development through the process of **Double Materiality** analysis and the identification of **DELTA** business impact activity on the environment, society and the economy, as well as the risks and opportunities that arise for the company itself.

- Interviews were conducted with selected executives of **DELTA** having operational role in Sustainability issues to understand the current state of sustainability development activities and progress achieved during the period under reference.

- Reviewed the **DELTA** consultation approach with their stakeholders through interviews with executives responsible for communication with the interested parties at company level and review of selected documents.

- Reviewed the claims mentioned to the Reporting Indicators, based on the **GRI Topic Standards** (referred in paragraph 1, point B) in connection with the findings of the above steps.

In addition, the methodologies, and practices for extracting the results were reviewed and crosschecks were performed on the reliability and quality of the indicators reported in the report. These checks (not restrictively) consist of the following:

- Understanding of the quality management and results collection processes related to the indicators under consideration.
- Review of the design of processes, systems, and controls for managing reliability and quality of specified information.
- Sampling of management practices and operation control, as well as evidence gathering to sufficiently ensure the completeness and accuracy of the claims.
- Maintain of the appropriate documentation for all the aforementioned controls.

4. Review limitations

The range of the review was exclusively limited to the activities of the company DELTA and the subsidiaries EVROTROFES, GATENIO, KOURELAS & COLD SIN, as mentioned in paragraph 1. No visits and interviews in stakeholders of DELTA have been conducted.

In case of any discrepancy in the translation between Greek and English version of the Sustainability Report, the Greek version shall prevail.

5. Responsibilities of the Reporting Organization and Assurance Provider

The ESG Strategy Division of DELTA carried out the Sustainability Report, thus, is exclusively responsible for the information and statements contained therein.

The external assurance conducted, as it is defined in the project scope (paragraph 1), does not represent TÜV NORD HELLAS' opinion related to the quality of the Sustainability Report and its contents.

The responsibility of TÜV NORD HELLAS is to express the independent conclusions on the issues as defined in the project scope and in accordance with the relevant contract. The project was conducted in such a way so that TÜV NORD HELLAS can quote to DELTA administration the issues mentioned in this report and for no other purpose.

6. Conclusions

Based on the project scope (paragraph 1) and in the context of the external assurance procedure followed by TÜV NORD HELLAS, the conclusions are as follows:

A. External assurance of the information disclosed to confirm that the Sustainability Report of DELTA for 2024 has been prepared "In Accordance" with the GRI Universal Standards 2021

During the external assurance project carried out, nothing has come to the attention of TÜV NORD HELLAS, which would lead to the conclusion that the Report has not been prepared "In Accordance" with the requirements of the GRI Universal Standards 2021, as reflected on the corresponding correlation GRI content index.

B. Control of accuracy of the claims mentioned for the Reporting Indicators that DELTA reported at the Sustainability Report Chapters, based on the GRI Topic Standards

Nothing has come to the attention of TÜV NORD HELLAS that would lead to the conclusion of the incorrect gathering or transferring of data concerning the claims mentioned to the disclosures (indicators) of the GRI Topic Standards, referred in paragraph 1, point B of this report.

C. Adherence to the AA1000 AccountAbility Principles (Inclusivity, Materiality, Responsiveness & Impact) against the criteria found in AA1000AP (2018)

For each Principle, TÜV NORD HELLAS seek information related to the following three lines of auditing:

- **Context**, on the current management thinking, priorities, and resources of the organization
- **Process**, on procedures, processes, and systems
- **Performance**, on how the management context and results affect the performance of the organization

For each of these auditing trails, TÜV NORD HELLAS collated evidence from DELTA, such as documents, files, software, or databases used to evidence adherence to each Principle. Depending on the boundary of assurance agreed upon, TÜV NORD HELLAS considered the multiple layers of DELTA as necessary to make its assessment.

Our conclusions concerning the Adherence to the AA1000 AccountAbility Principles are as follows:

Inclusivity:

Dialogue on Sustainability Issues with the Stakeholders

We have not realized any matter that causes us to believe that major stakeholder groups were excluded from consultation processes, or that DELTA has not implemented the principle of Inclusivity in developing its approach to sustainability.

DELTA has processes in place for identifying and engaging with a range of key stakeholders including investors, clients, employees, suppliers, and representatives from industry and sustainability associations as described in the Report. These engagement activities include Newsletters, site visits, audits, conferences, seminars, corporate memberships, face-to-face or online meetings, telephone/emails, information requests, employee satisfaction surveys, online idea collection platforms, internal communication events, announcements etc.

These methods of engagement are embedded in how DELTA runs its business and delivers products and services to clients. DELTA has also implemented effective governance processes to engage business segment and functional leadership on sustainability issues, such as the ESG Strategy Division. DELTA provides additional details regarding these aspects of inclusivity in its 2024 Sustainability Report.

Materiality:

Focus on the material issues related to sustainability

We have not realized any matter that causes us to believe that the material issues' definition approach which was followed by DELTA does not provide a comprehensive and balanced understanding of the material issues.

DELTA conducts a materiality assessment, referred to as a Double Materiality Assessment (DMA), annually to identify risks and opportunities, shape DELTA's business strategy, and define the material topics to disclose in its reporting. In 2024, DELTA updated the DMA methodology to utilize a value chain approach aligned with European Sustainability Reporting Standards (ESRS). This included, but was not limited to, determining sustainability matters pertinent to the organization, analyzing DELTA's upstream and downstream activities, reviewing business relationships/ partnerships, and identifying actual and potential impacts, risks, and opportunities. The material topics and the assessment processes are described in the Report.

Responsiveness:

Addressing the needs and expectations of stakeholders

We have not realized any issue, which would lead us to believe that DELTA has not responded timely and adequately, through decisions and actions, to the needs and expectations that emerged from the material issues of sustainable development.

DELTA has demonstrated responsiveness to material issues during 2024 through organizing cross- functional, diverse teams and various other actions described in the 2024 Report. For example, DELTA has utilized feedback from employees through surveys and town hall meetings to continuously improve upon previous attempts to foster engagement and address areas of improvement for the organization.

In 2024, DELTA implemented action plans to support employees and provide resources in three key areas: learning, development and performance. The company remains committed to investigating issues raised through established reporting channels and takes remedial measures

as deemed appropriate for material topics including data privacy, occupational health and safety, greenhouse gas emissions, and more. The 2024 Sustainability Report discusses these and other responses by the company to its material issues.

Impact:

Impact of company's activities to the broader ecosystems

We have not realized any issue, which would lead us to believe that the DELTA has not understood and managed the direct and indirect impacts that the material aspects create to the broader ecosystems.

DELTA has established processes to measure, evaluate and manage the company's impacts related to material topics and other sustainability issues. To organize information and drive additional impact, DELTA maps topics relevant to their business to the United Nations Sustainable Development Goals (SDGs). DELTA also addresses impacts that are identified through the DMA. For example, through the DMA process DELTA developed an impact, risks and opportunity (IRO) inventory.

DELTA evaluated attributes for each IRO, such as anticipated timeline and location in the value chain, and assigned a score based on its scale, magnitude, scope, irremediability, and likelihood. For the material topic of greenhouse gas emissions, DELTA has established a system for quantifying and reporting its greenhouse gas (GHG) emissions.

The 2024 Sustainability Report provides additional information regarding DELTA's commitment to measuring and managing its impacts related to its material issues.

TÜV NORD HELLAS did not realize anything that would lead to the conclusion of incorrect collection or transfer of data (qualitative & quantitative) concerning the allegations made regarding the fulfillment of the requirements of the Accountability Principles, as set out in AA1000AP (2018). Additionally, TÜV NORD HELLAS did not realize anything that would call into question the reliability and quality of the performance indicators related to the Accountability Principles.

7. Impartiality and independence of the external assurance team

TÜV NORD HELLAS states its impartiality and independence in relation to the project of DELTA's Sustainability Report external assurance.

TÜV NORD HELLAS has not undertaken work with DELTA and does not have any cooperation with the interested parties that could compromise the independence or impartiality of the findings, conclusions, or recommendations.

TÜV NORD HELLAS was not involved in the preparation of the text and data presented in the Sustainability Report of DELTA.

Athens, December 8, 2025
For TÜV NORD HELLAS

Nestor Pappas
Product Manager





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